THE CHRONICLE

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Quote, Unquote

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"Democracy is not wholly free from contradiction, but it rests on a certain bedrock of stability that is fairly

Francis Fukuyama, discussing the "end of history": A9

"People will assume that if it gets bad we could just lob shells into the stratosphere. This will keep them from making hard decisions, like reducing carbon dioxide and CFC's."

A scientist, on proposals to counteract man-made atmospheric

"I learned how incredibly difficult curricular reform is. Trying to reconcile the needs of engineers and musicians is all but impossible."

A professor at the U. of Miami: A18

"Do you put people out of nursing homes to pay for higher education? It's a terrible choice." A state higher-education leader, on the

bleak budget picture: A25

"Bob Atwell is a functionary who cither should represent all higher education equitably or step aside."

The president of a lobbying group for black colleges: A37

"If things become horrendous, then you're going to see scientists coming over here by the tens of thousands and driving taxicabs."

A director of Russian studies, on the problems Russian scientists face: A46

"I saw nothing terribly incrimi-An Auburn U. trustee, on audio tapes broadcast on "80 Minutes": A44

"Underclass is a particularly nasty label. Earlier terms such as pauper, vagrant, and tramp were openly pejorative, but underclass is a technical-sounding word that hides its pejorative meaning."

The sociologist Herbert J. Gens: A56

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Francis Fukuyama: "Democracy ... rests on a certain bedrock of stability that is fairly impressive."

BACK IN PRINT

Author Revisits Disputed Thesis About the End of History'

By ELLEN K. COUGHLIN

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In the summer of 1989, Francis Fukuyama declared that history had come to an end.

In an essay in The National Interest, he argued that history, in the philosophical sense of an evolutionary process that culminates in a worldwide ideological consensus, was over; with the impending collapse of communism, liberal democracy was triumphant.

Mr. Fukuyama, a political scientist at the RAND Corporation, says that developments since then-the disintegration of the Soviet Union being a prime example-have borne out his

It's a good thing for Mr. Fukuyama that events seem to be conspiring in his favor. He is about to come out with an expanded version of his thesis, a book called The End of History and the Last Man, to be published this month by the Free Press.

If the book provokes anything like the reaction the essay did-more than two years later, scholars are still reacting to it

President of Black-College Lobbying Group Stirs Furor With Claim ACE Is Racist

By SCOTT JASCHIK

The president of the major lobbying group for historically black colleges has accused the American Council on Education of racism and the council's president of hostility toward black colleges.

The charge, in a letter from Samuel L. Myers, president of the National Association for Equal Opportunity in Higher Education, stunned many of the black-college presidents to whom it was sent. While most of the presidents who agreed to comment said Mr. Myers had raised a few good points, they all said they believed the American Council and its president, Robert H. Atwell, had been strong supporters

of black colleges and minority students. Several black-college officials said the letter reflected poor leadership of NAFEO. They added that the lobbying group that needed to provide better services to black colleges was not the ACE, but NAFEO itself. They also expressed fear that the controversy would undermine the existing support for black colleges, both in the American Council and among government offi-

Mr. Atwell said he was "saddened and angered" by the letter, which he said was



Samuel L. Myers: His letter alleges "the persistence of racism at the American Council on Education under Bob Atwell's presidency."

Mr. Myers said that almost all of the blackcollege presidents who responded to his letter had indicated "support for my Continued on Page A37

Russia Is Struggling to Salvage Sciences; New Academy Formed

By KIM A. McDONALD

With the demise of the Soviet Union and the re-emergence of Russia as an international power, the Soviet Academy of Sciences, which once controlled a vast network of 250 government-financed research institutes, has transferred its authority to the newly formed Russian Academy of Sci-

The leaders of the new academy promised reforms to improve the quality of Russian science. But whether the body will be capable of making major changes in the current system as it struggles to maintain its scientific enterprise is unclear.

Deteriorating research facilities, shortages of currency to pay for equipment and chemicals, and a government pay scale that gives the typical researcher only half the salary of a Moscow bus driver are now ail threatening the health of Russian science and raising fears of a massive "brain drain" of researchers to Western coun-

Frank Press, president of the National Academy of Sciences, said many American scientists returning from Russia had Continued on Page A45

A Bleak Legislative Outlook for Higher Education

The dismal financial conditions confronting legislators in most states will result in another year of hardships for public colleges and universities, a Chronicle survey indicates. College officials and lawmakers

predict further layoffs, sharp increases in tuition, and limits on student enrollment. See story on Page A25. A preview of the issues in each of the 50 state legislatures begins on Page A26.



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PRINCIPLES of SOUND RETIREMENT INVESTING



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THE TRIUMPH OF DEMOCRACY?

The author of a widely debated 1989 essay on the "end of history" is back with a new book on the topic: A1

NO EASY FIX FOR GLOBAL WARMING

- Novel proposals to remedy global warming or ozone depletion won't work, scientists say: A6
- Researchers say gases from Mount Pinatubo's eruption will cool the earth over the next two years: A7

DENIALS OF HOLOCAUST CONDEMNED

The council of the American Historical Association last week approved a statement deploring the efforts of "Holocaust revisionists": A6

LABELS THAT DAMAGE THE VICTIMS OF POVERTY Terms that social scientists use to describe the poor can

MANIPULATING THE HISTORY OF RACE AND SEXUALITY Clarence Thomas's use of the lynching metaphor was simplistic, inaccurate, and incomplete. Opinion: B2

become self-fulfilling prophecies. Point of View: A56

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BRIDGING THE COMPUTING GAP

An institute established by IBM and the University of North Carolina helps faculty members and the computer industry teach each other: A19

MULTIMEDIA CLASSROOMS IN THE BUSINESS SCHOOL An actuarial scientist at Pennsylvania State U. is trying to get his colleagues involved with technology: A20

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Efforts to improve undergraduate education are continuing, but assessments of their scope and effectiveness differ: A15

PSYCHOLOGY AGENCY UNDER FIRE

Its accreditation of a clinical program at the U. of North Texas has angered students and professors: A16

TEXAS LAW SCHOOL GETS A CHANGE AGENT The state's first female law dean, Barbara Bader

Aldave, has quickly become a catalyst for sweeping initiatives at St. Mary's Law School: A5

FACULTY ARTISTS AND MARKETPLACE VALUES Commercial success should not be a major criterion in evaluating the work of artist-educators. Opinion: B1

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In a seminar on the Supreme Court, students at New York University's law school debate major cases and render opinions months before the Justices in Washington do: A41

LIBRARY SERIALS NO. <u>&J.C.B.F</u>

Federal & State Governments

BLACK-COLLEGE LEADERS DECRY ATTACK ON ACE They're angry over a letter written by the head of a black-college lobbying group charging the American Council on Education and its chief with racism: A1

CLARIFICATION OF U.S. PROPOSALS ON MINORITY AID Education Department regulations could bar colleges from soliciting gifts for minority scholarships: A24

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A federal judge has ordered many public colleges in the state to take specific steps to end segregation: A24

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Its decision to back down on "diversity standards" is said to give the U.S. power over accreditation: A24

STANFORD PREPARES FOR MORE BAD NEWS Defense Department is expected to contend that the university overcharged the U.S. by \$200-million: A37

Group calls for diversity in humanities-board nominees; A24 Unwed parents called liable for children's college costs: A35 Report criticizes many state assessment programs: A35 3 Democrats differ on higher-education policy: A36 Buchanan bemoans state of U.S. education: A36 IRS clarifies limit on private-college bonds: A38 Civil-rights office eyes change in investigations policy: A38 Pentagon will spend \$30-million less on universities: A38 GAO wants Perkins Loan default rates recalculated: A38 Science academy is ensnared in overhead controversy: A38 U.S. working on plan to help businesses use research: A38

As Auburn U. faced fresh allegations of wrongdoing in its football program, trustees vowed to give a newly hired chief executive more authority over sports: A43

NCAA EXPECTED TO RAISE ACADEMIC STANDARDS Although opposition remains, approval is expected for a package of proposals on college athletes' eligibility: A43

Big-time football has only one black head coach: A43 Blockbuster Bowl makes offer for championship game: A43 Tarkanian claims NCAA drove him from coaching: A44 NCAA, Montana football player settle drug-testing suit: A44 Three basketball stars challenge ineligibility rulings: A44

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Colleges try to appease not only critics but also alumni, who find nicknames and mascots endearing: A39

United Airlines gives San Jose State U. | Pet A5. 3 | MAR 1993 Unwanted callers clog phone lines to a UNOF-Stanford Junior sets up fund in China's Ningbo City: A39 Knight Foundation hands out 5 checks for \$100,000: A39 AT&T fund gives \$3.7-million to black-college fund: A40 Alumnus will give \$10-million to Shaw U.: A40 Wheeling Jesuit College receives its largest gift ever: A40 Foundation grants; gifts and bequests: A40

NOT JUST AN ACADEMIC EXERCISE

Law students at New York U. decide Supreme Court cases months before the real justices do: A41

FALL ENROLLMENTS TOP 14 MILLION

Federal data indicate that gains by two-year colleges largely fueled a 3.2-per-cent rise in student rolls: A41

Nine die in stampede at City College: A4 Santa Cruz students protest tree-cutting: A5 Beloit course will examine 'political correctness': A41 Maine hospital steps in to help nursing students: A41 Kuwaiti offers scholarships to 2 Gulf war veterans: A41

international

CONCERNS OVER RUSSIAN SCIENCE

Scholars have expressed doubts about the viability of Russia's newly established Academy of Sciences: Al

RADICAL STEP BY AUTONOMOUS U. OF MEXICO For the first time in 43 years, the institution plans to raise its rates, currently 250 pesos a year—the equivalent of six cents: A45

Foreign students in Russia lose scholarships: A45 Australian university forced by creditors to make cuts: A46

STUDENT ART AS 'THE BRIDGE'

Works by students from seven countries will be exhibited, starting this week, in Hiroshima, Japan: B7 LITTLE-KNOWN ILLUSTRATIONS BY WINSLOW HOMER

The major American artist produced more than 160 drawings to illustrate works of prose and poetry. B92

Appointments and resignations in academe: A47 Deaths: A48

Calendar of coming events and deadlines: A48



MARGINALIA

Headline on a flyer from the American Council on Education / Macmillan Series on Higher Education:

PROGRAM-ORIENTED LEADERSHIP IN HIGHER EDUCATION **NEW IDEAS FOR**

PROBLEM SLOVING Here's one: Don't create problems that need sloving in the first place.

Alarming news from a newsletter, Bricks and Mortur, about a temporary closing of the library at Mankato State University:

"The move necessitates the complete disruption, removal, and reinstallation of all computer systems, telephones, library materials and

Credit line under a picture in The Chronicle:

PERDUE UNIVERSITY "One of the Big Hen institutions?" a reader asks.

A bill of fare at the University of Massachusetts-Boston assures us: "Menu prices include the necessary disposable serviceware and staff."

Picture caption in the Texas Medical Center News:

"Mike Templeton, 33, was the center of attention as he showed off the battery-powered heart assist device that saved his life for reporters during a press conference.'

Talk about drama!

Notice in The Stallion, the newspaper at Abraham Baldwin Agricultural College:

"Students should look at the lists posted on the bulletin boards outside the Registrar's Office for the location of their advisor-advisee meetings, which were held yesterday from 8:30 a.m.-9 a.m."

Of historical interest, probably.

Note in Library Hotline about the Department of State library:

"A new addition is the Rare Book and Special Collections Room where some of the library's treasurers that had previously been in storage can be

They're well preserved, we hope.

returned to us a front-page headline that we published recently:

LIMITED SUPPLIES OF REALN TISSUE HAMPER RESEARCH

SHORTAGES A PROBLEM FOR THOSE STUDYING PSYCHIATRIC DISORDERS

"Applies to all the disciplines, wouldn't you say?" one reader writes. —c.c.

In Brief

Stop animal research,

Florida professor told

GAINESVILLE, FLA.—A University of Florida committee has suspended a faculty member's right to use animals in research, after finding he had conducted such work without university approval and taken poor care of some of the

The university's committee on animal care and use ordered Jack Gaskin, associate professor of infectious diseases, to suspend animal research for six months, the panel's chairman said.

The committee found Mr. Gaskin kept rodents, birds, and a snake without authorization on university property in overcrowded conditions. The committee also found that some of the animais did not appear to be getting enough food and water. Mr. Gaskin said he had permission to keep some of the animals and did not mistreat any of them.

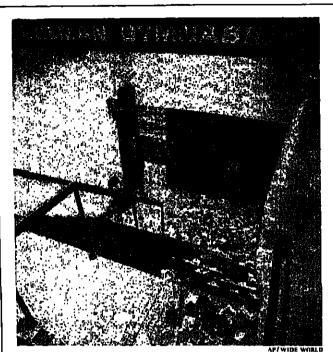
Thief steals teeth

from cadavers

PHILADELPHIA--- A thief stole the gold teeth from several cadavers used by medical students at the University of Pennsylvania.

University police are investigating the incident, in which someone apparently broke into the university's anatomy laboratories and stole the teeth, valued at \$20 to \$40 each. The laboratories are restricted to students, faculty members, and the university medical center's employees.

University officials now plan to remove valuable teeth from ca- investigation. The police charged corpses. The teeth will be reinserted before the bodies are cre-



Nine die in stampede at City College

NEW YORK-City investiga- | basketball game between rap vide adequate security at a clined to comment.

tors have told reporters that stars. Fans pushing to get into the City College of the City | the college gym caused nine University of New York may | people to be crushed to death. be to blame for failing to pro- | Campus officials have de-

reached for comment.

from the institution over an 18-Temple U. fires month period, according to university officials. Mr. Riley, who financial director had worked for Temple since

PHILADELPHIA—Temple University has fired one of its top fiancial officials, Raymond A. Riley, who has been charged with embezzling university funds. Mr. Riley, who was director of accounts payable, was fired last month after a week-long internal davers before students dissect the | him with forgery and theft by de-

Mr. Riley is believed to have m embezzled more than \$125,000

Professor says Clemson violated his rights

CLEMSON, S.C.—The head of | ment for 20 years and is also the political-science department at Clemson University will not be reappointed when his term ends in June amid allegations that he used his classroom to preach his religious beliefs.

Charles W. Dunn, who is a Baptist, has been head of the depart-

Correction

■ Due to a miscalculation by the Council for Advancement and Support of Education, an article on a draft report of CASE's pro-1991) contained an error. The artilito support the claims, he said. cle should have said that a

chairman of the J. William Fulbright Foreign Scholarship Board. Campus officials said the department needed a new leader. Last month The Charlotte Observer obtained a copy of an inter-

their religious beliefs. Robert A. Waller, dean of the College of Liberal Arts at Clemson, said the decision not to reappoint Mr. Dunn had nothing to do with the allegations. Clemson in-

had pressured students about

as a commitment of \$48,158.

nal letter from 1989 in which four members of the department contended that Mr. Dunn had held prayer sessions in his office and

(The Chronicle, November 27, vestigated and found no evidence

powwow," featured two competi-

Pharmacist resigns

GAINESVILLE, FLA.-A pharmacist at the University of Florida's student health center has resigned under pressure from university officials after repeated complaints from students that be new residential college. refused to dispense the prescrip-

Ovral, also known as the "morning-after pill," prevents the implantation of a fertilized egg if a woman takes the pill within 72 hours of having sex.

tion drug Ovrai, which can be

used to terminate a pregnancy.

The pharmacist, Michael Katsonis, had worked for the university's Student Health Services for two years. He refused to fill prescriptions for the drug because he said its use conflicted with his religious beliefs.

According to a spokesman for the university, the pharmacy tried to accommodate Mr. Katsonis's beliefs by putting another pharmacist on call when Mr. Katsonis worked alone so students could have access to Ovral. The university said the arrangement had failed after Mr. Katsonis ordered a pharmacy employee not to give out a prescription for Ovral that was filled by another pharmacist.

Mr. Katsonis, who could not be reached for comment, resigned last week, but the university December 1988, could not be agreed to pay him until his con-I tract expires in June.



ST. PAUL-More than 5,000 | tions-a dance contest and a American Indians from around | drum contest-and awarded Mr. Dunn said his First Amend- the United States and Canada \$21,000 in prize money. \$100,000 pledge made in the will | ment rights had been violated. | gathered for a powwow at the

According to a university offof a 65-year-old man, after being | "Since when is it wrong to pray in | University of St. Thomas field | cial, 300 dancers and 19 drum discounted according to a proposed formula, would be reported "I have never imposed my reli-"

The two-day event, a "contest groups competed in the powwow, which was sponsored by the uni-

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Santa Cruz students

protest tree cutting over birth-control pill

SANTA CRUZ, CAL.—Forty-two people were arrested at the University of California at Santa Cruz (right) during a two-day protest to block the cutting of about 150 redwood trees for construction of a The protesters marched

through a cordoned-off site near the center of the campus where buildozers and work crews were removing the trees. The construction site is in a wooded grove, known as "Elfland," that has been used by students for picnics and other recreation.

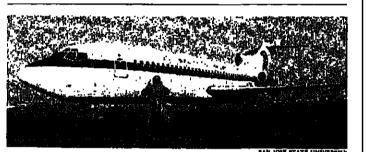
Most of those arrested by the police, including eight students, were charged with trespassing.

The long-planned project will include residence halls, class- the campus. A university spokesroom buildings, and faculty of- man said the aim was to minimize fices, which will make up the new | the hazards to students.



college, the ninth on the camp-

Protest leaders charged that the university planned the tree-cutting during Christmas vacation. when few students would be on



United donates jet to San Jose State

lines has donated a jet aircraft to San Jose State University for use by students and instructors in the university's aviation-training program. The Boeing 727-100, an old aircraft that is being phased out of

SAN JOSE, CAL.—United Air- | university, institution officials said. It was flown to San Jose International Airport, where the facilities of the university's Department of Aviation are located.

The plane will be used only for ground instruction, in the areas of United's fleet, is one of the few | hydraulics, electrical communicapassenger planes to be given to a tions, and navigation.

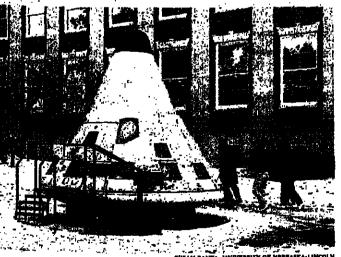
Space capsule to remain on Nebraska campus

ty of Nebraska Board of Regents has turned down a proposal to move a deteriorating space capsule from its campus to a museum, where it could be restored.

The capsule, Apollo 9, was used as an unmanned, experimental craft in the Apollo space program. It has been kept outside on Nebraska's campus for more than 20 years, and is showing signs of wear, according to a university

LINCOLN, NEB.—The Universi- | spokesman. The university cannot afford the \$500,000 it would cost to renovate the capsule, the spokesman said.

A Kansas agency offered to give the university other space artifacts in exchange for the capsule. But the regents said they would look for private money to renovate the capsule so it could remain in Nebraska. Meanwhile. university officials plan to move it



PORTRAIT

First Female Law Dean in Texas Is a Change Agent

SAN ANTONIO, TEX. No one can accuse Barbara Bader Aldave of dragging her feet. Since she took over as dean of St. Mary's School of Law here two years ago, the institution has transformed its traditional, nuts-andbolts curriculum by offering such seminars as "Women, Feminisim, and the Law" and expanding programs in public-interest, environmental, and international law.

It has established four legal-aid clinics that allow students to gain academic credit by helping low-income clients, and it has aggressively recruited minority students and faculty members. The school has even abolished a decades-old dress code that prohibited students from wearing shorts to classes.

The force behind the sweeping changes is Ms. Aldave, who is the first woman to be appointed dean of a Texas law school and is one of about a dozen female law-school deans nationwide.

"She's been a remarkable catalyst for new initiatives," says John Schmolesky, a professor of law at St. Mary's, "She has tremendous energy and breadth of interest." Mr. Schmolesky teaches at the law school and works with students enrolled at the university's capitalpunishment clinic, which trains students to represent death-row inmates in post-conviction proceedings. The university also has clinics where students can practice immigration, juvenile justice, and poverty law, helping clients who could not otherwise afford lawyers.

Law students, who had criticized previous administrators for their rigid, authoritarian styles, have found Ms. Aldave's more informal style refreshing. In the two years since she was appointed dean, she has eliminated most course requirements. She also has relaxed the school's grading system by abolishing numerical ranks and allowing struggling students more time to improve their grades before they are expelled. Students, who had complained for years about their lack of involvement in governance matters, are now included on all

policy-making committees. Ms. Aldave, a former professo of law at the University of Texas at Austin, has managed to repair some schisms within the faculty ranks, as well. Before she came, the faculty was deeply divided into conservative and more liberal camps, with frequent disputes erupting about the school's mission, as well as more concrete matters such as controversial tenure decisions.

According to Mr. Schmolesky and other faculty members, Ms. Aldave helped bring about a more constructive dialogue between the warring parties.

in dealing with everyone," Mr. Schmolesky says, "She has a much more open administration."

Since she has been dean, Ms. Aldave also has moved to diversify the faculty. While at the University of Texas. Ms. Aldave had been active in efforts to increase the representation of women and minority-



Barbara Bader Aldave: Law schools don't help students think about incorporating their careers with "the rest of their lives."

and student population. At St. Mary's, she felt she could have the kind of impact she couldn't have at the University of Texas because of its sheer size.

Of the six faculty members she has hired at St. Mary's, three are women and three are either black or

The changes Ms. Aldave has made have not been without con- the careers they wish to pursue, but troversy. Some faculty members have expressed concern that the to balance those careers with their law school is straying too far from personal lives. its traditional mission of training lawyers in the technical aspects of

The opposition has generally been low-key, and, in fact, no one

Some are concerned that

the school is straying too far from its traditional

mission of training in technical aspects of the

would speak on the record against the changes Ms. Aldave has initiated. However, some faculty members said privately that the relaxed grading policies and less-structured curriculum have jeopardized the school's academic integrity.

But Ms. Aldave believes that law schools should do more than pro-"She's perceived as being fair duce technically trained lawyers.

> lent job, in a narrow educational sense, of teaching skills and a knowledge of the law," she says. Mary's, has high praise for Ms. Al-"But they do not encourage stu- dave. dents to think about how they're going to incorporate their careers and she goes after the job with guswith the rest of their lives."

Students who become lawyers

and then working parents often find themselves locked into high-paying but grueling jobs that do not give them the flexibility they would like, she says. Likewise, lawyers who want to switch to lower-paying public-interest jobs later in their careers often are unable to because of high student-loan debts, she says. Counselors at St. Mary's encourage students to consider not only also how they would like ultimately

Students also should be well grounded in ethics and have a sense of responsibility to their communities, Ms. Aldave believes. That is why she established the law clinics. 'I think students who work in the clinics will take away sharply improved skills," she says. "And I think they will develop a real sensitivity to the problems of the poor and develop an understanding of the rewards and satisfaction of serving underrepresented portions

'A Mid-Life Crisis'

Before coming to St. Mary's, Ms. Aldave taught law at the University of Texas for 15 years. She says the offer from St. Mary's came while she was "in a mid-life crisis, trying to decide what to do with the rest of my career."

While St. Mary's is much smaller

and less well-known than the University of Texas, the offer was appealing. "I had a lot of ideas I want ed to implement, and I thought St. "I think law schools do an excel- Mary's might be a place that would be sympathetic to them," she says. John J. Moder, president of St.

> "Barbara has a can-do attitude to," he says. "The changes here have been dramatic."



Moor notes

Like the republics of the former Soviet Union, some of the scholarly programs devoted to the study of the now-non-existent nation are facing an identity

The faculty in the Soviet-studies department at the Johns Hopkins University School of Advanced International Studies in Washington will decide on a new name for the program shortly and meanwhile will welcome suggestions.

Robert T. Huber, who oversees the Soviet-studies program at the Social Science Research Council in New York, says the council is considering renaming the program "Post-Soviet Studies" or "Eurasian Studies." But, he adds, a name change "is not a high priority."

The name, he says, "is the least interesting question, as opposed to the intellectual challenges now facing all the social-science disciplines" to move away from a focus solely on Russia or any one republic of the former Soviet Union. Over the past 18 months, the Soviet program has shifted its support to scholars with competence both in area studies and in the research methods of a specific discipline—especially sociology and anthropology, which had been

Christine Porto, administrative coordinator of Harvard University's Soviet Union program, says that despite messages on her answering machine "asking how it feels to be granting degrees for studying a country that no longer exists," the program is waiting for the dust to settle before changing its name.

Louise 1. Shelley, chair of the justice, law, and society program at American University, reportswith some satisfaction—that the university's Russian-studies and Soviet Union programs anticipated events. More than a year ago, the faculty renamed its programs "Slavic and Related Studies."

Scholars at last week's annual meeting of the American Historical Association were having problems of their own keeping up with events in the cratwhile Soviet Union.

They certainly had enough to talk about at a session entitled "The Transformation of Soviet Society." But because that transformation had gone farther than any of the meeting planners had dreamed, one key speaker at the session was missing.

Sergei Stankevich, vice-mayor of the Moscow City Council and a member of the now-defunct Congress of People's Deputies, was to have given a talk called "Comments About Current Political Problems in the Soviet Union." His absence was the most powerful

comment of all. According to Carol S. Leonard, a historian at the State University of New York at Plattsburgh, Mr. Stankevich had sent a telegram expressing his regrets. "The country is in crisis; there is no food," it read in part. "I'm sorry i can't come to the AHA."

The state of the s

Scholarship

Novel Ideas to Remedy Global Warming and Ozone Loss Won't Work, Scientists Say

Researchers fear proposals to 'engineer' climate will delay preventive measures



Richard P. Turco, professor of atmospheric sciences: "All of us are concerned about the idea of tinkering with a system that we don't really understand that well."



F. Sherwood Rowland, professor of chemistry: "Nothing that has been proposed yet comes even remotely close to being feasible or to solving the problem."

By KIM A. McDONALD

Mounting concern over the impact of global warming and the depletion of the ozone layer has prompted a growing number of scientists to propose ways of counteracting the atmospheric problems caused by mankind.

Some of the suggestions—such as fertilizing plant life in the southern oceans with iron to remove the excess carbon dioxide from fossil-fuel burning-are being tested by researchers who believe it may be feasible to "engineer" large-scale changes in the atmosphere.

But prominent atmospheric scientists who have examined the proposals carefully say none of the many ideas put forth so far are likely to make any appreciable impact on the problems of global warming or ozone depletion.

Speaking at a meeting here of the American Geophysical Union, several of the scientists also warned that many of those scenarios could backfire, triggering unexpected chemical reactions in the atmosphere that might exacerbate the very problems they sought to prevent.

"All of us are concerned about the idea of tinkering with a system that we don't really understand that well," said Richard P. Turco, a professor of atmospheric sciences at the University of California at Los Angeles.

'Prevention Is the Only Thing'

"Nothing that has been proposed yet comes even remotely close to being feasible or to solving the problem." said F. Sherwood Rowland, professor of chemistry at the University of California at Irvine. "So far the only thing we can say is that you have to live with it. Prevention is the only thing that we have found will work."

Mr. Rowland conceded that most of the proposals now being offered by scientists to fix the atmosphere are closer to science fiction than reality and are being discussed only half-seriously at meetings. Neverthe-

Historical Association Issues Statement Deploring Efforts to Deny Holocaust

By ELLEN K. COUGHLIN

The governing council of the American Historical Association, meeting at the group's annual conference here last week. unanimously approved a statement condemning recent claims that the Nazi extermination of Jews in World War II is a

"The AHA council strongly deplores the publicly reported attempts to deny the fact of the Holocaust," the statement said. "No serious historian questions that the Holocaust took place."

Over the past year, efforts by neo-Nazis and others to deny the Holocaust-through such means as advertisements placed in student newspapers-

alarmed scholars. Last fall, however, the 13-member AHA council declined to issue a statement explicitly asserting the truth of the Holocaust, largely because of the strong feeling of some that the association should not be in the business of certifying historical facts. Instead, the council called on historians to "encourage study of the significance of the Holocaust."

Some 300 Signatures Collected

'fhe council's latest action, taken on the closing day of the association's annual meeting, came in response to a ground swell of support among historians at the conference for a more forceful statement against the so-called "Holocaust revisionists." Approximately 300 signatures were collected on a petition, circulated informally at the conference, calling on the AHA council to take a public position against attempts to deny the fact of the Holocaust.

"If we'd had the time and the personnel. I think we could have gotten 3,000 signs. tures," said John W. Chambers, associate professor of history at Rutgers University. who spearheaded the petition effort.

Mr. Chambers said many who signed that petition were alarmed at the presence people at the entrance of the convention hotel handing out pamphlets purporting to refute historical claims about the Nazi concentration camps. Others at the meeting expressed dismay at the AHA council's earlier failure to take a stronger stand agains the revisionist position.

less, he and others worry that such discussions may lead policy makers and the public to believe that a technological solution to large-scale atmospheric problems is possible.

"What I'm concerned about is that these ideas will introduce complacency in high places," said Mr. Turco. "People will assume that if it gets bad we could just lob shells into the stratosphere. This will keep them from making hard decisions, like reducing carbon dioxide and cFc's."

Chlorofluorocarbons, or CFC's, are chemical refrigerants that are thought to be responsible for the depletion of the laver of ozone in the upper atmosphere that shields the earth from most of the harmful ultraviolet radiation from the sun. Each fall, Mr. Rowland said, chemical reactions in the atmosphere above Antarctica lead to the temporary loss of about one billion tons, or 3 per cent of the global amount, of ozone.

"On average, we have about 5 per cent less ozone in the atmosphere than we did 10 years ago on a global basis," he said.

Novel and Fanciful Proposals

Carbon dioxide, nitrous oxide, and other products from the combustion of fossil fuels, meanwhile, are believed by many scientists to be largely responsible for the gradual rise in global temperatures. They note that average global temperatures have risen by about one degree Fahrenheit over the last century and are estimated, according to some models, to increase several more degrees over the next century. The result of all of this, many researchers contend, will be widespread climatic changes.

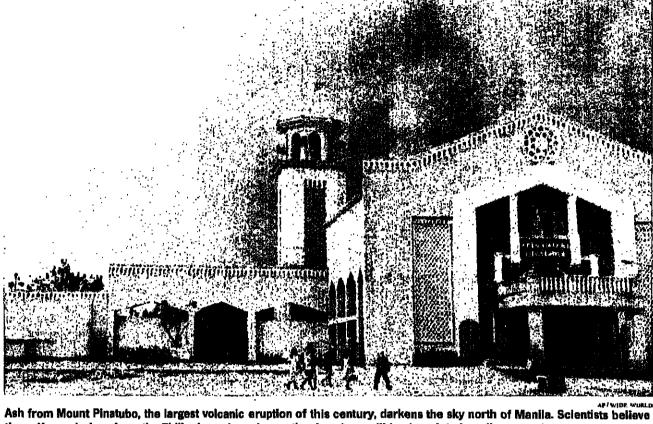
To prevent further increases in global temperatures, some scientists have proposed a number of novel and somewhat fanciful methods to cool the earth. They include lofting millions of mirrored balloons to reflect sunlight, partially shading the earth with a giant parasol in space, or using naval cannons to shoot millions of tons of dust particles or droplets of sulfuric acid into the upper atmosphere.

'Transient Cooling'

"Large volcanic eruptions will produce a small transient cooling of the climate," said Mr. Turco. "So the idea is that if volcanoes—which produce small particles in the upper atmosphere composed of sulfuric acid—can cool the climate, then if we make an artificial layer of these particles we can, in some sense, compensate for any amount of greenhouse warming.

Mr. Turco estimated that enough sulfur is contained in the combustion products of fossil fuels to compensate completely for the warming caused by excess amounts of carbon dioxide, which acts like a planetary greenhouse to trap heat.

One way to use this sulfur, he said, would be to convert chemically the sulfur dioxide emitted in exhaust to carbonyl sulfide. Molecules of carbonyl sulfide could Continued on Page Al0



the sulfur emissions from the Philippine volcano's eruption last June will lead to global cooling over the next two years.

Sulfur Emissions From Mount Pinatubo's Eruption Will Cause Earth to Cool, Climate Experts Say

Scientists monitoring the steady rise in global temperatures believe a temporary cooling trend is in store for the next two years as volcanic gases lofted into the upper atmosphere from Mount Pinatubo cover the earth.

The scientists, who based their predictions on the climatic effects from previous volcanic eruptions, told a meeting of the American Geophysical Union that their computer models indicated that the gases from Mount Pinatubo would cool the earth by about one degree Fahrenheit.

They said the cooling trend would begin this year and last into 1993 as the 25 million to 35 million tons of sulfur-rich compounds from the Philippine volcano's eruption last June combine with water vapor and are distributed around the globe as sulfuric-acid aerosols. Those aerosols, which absorb and scatter sunlight, warm the upper atmosphere while cooling the lower atmos-

Largest Since Krakatoa

Researchers say the ash thrown into ing effect on the climate, since most of the solid matter from the volcano fell to the earth two weeks after the eruption.

But James E. Hansen, a scientist at the National Aeronautics and Space Administration's Goddard Institute for Space Studies in New York, said he expected the climatic effect of the sulfur gases from the volcano to be significant because Mount Pinatubo's was the largsive eruption of Krakatoa in 1883.

The Philippine volcano injected into the upper atmosphere twice as much sulfur as El Chichon in Mexico, which crupted in 1982 and produced a temporary global cooling of about one degree

Significant Signal'

Mr. Hansen, one of the first scientists to warn that fossil-fuel burning had initiated a prolonged period of global warming, said his calculations showed that the cooling expected from Mount Pinatubo's emissions should effectively cancel the one-degree rise in the earth's temperature that has occurred over the past century.

"It will be toward the end of the year before we get a significant signal," he said, noting that the steady climb in global temperatures would resume after

Mr. Hansen said that because his calculations were based on models that scientists had been using to estimate the effects of global warming over the next century, measurements of the actual would provide an important test for

"During the next two years, we will either see a major substantial global cooling or our models are wrong," he

Other researchers, meanwhile, will be closely monitoring the depletion in ozone and impact on regional rainfall patterns that they believe will coincide with the movement of the volcano's cloud of sulfuric-acid acrosol particles.

David J. Hofmann, a scientist at the National Oceanic and Atmospheric Administration's climate-monitoring and diagnostics laboratory in Boulder, Colo., said that as the bulk of that cloud, which is located at lower latitudes, moves to mid-latitudes this month, he expected an increase in chemical reactions that lead to the depletion of the ozone, because such reactions are known to be catalyzed by sulfuric-acid droplets.

"We could be setting up conditions for a major depletion of ozone this winter in the mid and northern latitudes," he warned.

Changes in Rainfall Patterns

Paul Handler, a professor of physics at the University of Illinois at Urbana-Champaign, predicted that the eruption might also produce changes in rainfall patterns that could end the five-year drought in California.

Mr. Handler said that past climatic records showed a strong correlation between major volcanic eruptions and the equatorial waters, known as an El Niño, during the year following each eruption. The eruption of Mount Pinatubo, he said, should produce a strong El Niño later this year, a condition that, he believes, will restore normal rainfall patterns to Galifornia.

"If there is a six-year drought in California." he added, "I will be a chastened man." ---KIM A. McDONALD



RESEARCH NOTES

- Cultural and economic changes during 1980's found to hurt children
- Poe said to explore issues of insanity defense in his crime stories
- Archaeologists uncover the funeral boats of first Egyptian pharaohs
- Study ties dark skin tone to economic disadvantages among blacks

The cultural and economic changes in American families in the 1980's helped to create a depressing climate for many children, two studies conclude.

In the first study, David J. Eggebeen, a family researcher, and Daniel T. Lichter, a sociologist. both at the Population Issues Research Center at Pennsylvania State University, examine the impact of changes in family composition on children's economic well-being since 1960. In studying family composition, demographers distinguish between families headed by an unmarried female and those headed by a married couple.

The researchers, who published the results of their study in the December issue of The American Sociological Review, calculated what the rates of child poverty would have been if the 1960 pattern of family types had existed in 1988.

They found that changing family structures-including declines in the number of families headed by married couples-accounted for about half of the 4.5-per-cent increase in child poverty during

Furthermore, the increasing divergence in family composition among blacks and whites worsened long-standing racial differences in rates of child poverty. Mr. Eggebeen and Mr. Lichter say the disparity is due mainly to differences in the kinds of jobs blacks obtain, rather than to their employment patterns or work

In a second study, reported in the January 5 issue of Science. Victor R. Fuchs and Diane M. Reklis, both at the National Bureau of Economic Research in Stanford, Cal., say that from 1960 to 1988, the status of American children worsened in many respects. Rates of poverty, suicide, homicide, obesity, and learning the concept of "partial insan- the desert of southern Egypt disorders all increased over that period, they report.

cluding declines in income per child at the lowest economic crime. rungs and decreases in the time spent with their children by parents forced to work outside the home—played the largest role.

ers consider methods to shift in- then thinks he hears the victim's several First and Second Dynasty occupational standing," Similarcome from childless households heartbeat. The story is narrated pharaohs in Abydos, eight miles ly, a black American with a to those with children. ---CHRIS RAYMOND

Some of Edgar Alian Poe's completely rational. stories make use of the issues surrounding the insanity de-

fense as a way of reflecting on al revelation of an obsession with vania's museum and co-director spite of the civil-rights movethe morality of crime, says a the victim and the imagined of the excavation, said the boats ment, dark-skinned blacks are literature scholar at California heartbeat (which turns out to be had been buried near the funerary still apparently at a disadvantage State University at Los Angeles. the ticking of the victim's watch), enclosures to be of service to the both within and outside the black



Edgar Allan Poe: He used the issues surrounding the insanity defense to explore the moral dimension of crime.

defense on its head, Mr. Cleman

maintains. By rendering the cul-

prit blameless, a defense of insan-

ity robs a crime of its moral con-

he argues, the murder retains its

constructs the story, it is the mur-

insane. —ELLEN K. COUCHLIN

sue of American Literature, John the issues surrounding the insan-Cleman notes that, in many of ity defense. Poe's crime stories, such as "The Murders in the Rue Morgue," the 19th-century American writer displays an apparent lack of interest in moral themes. The murderer in "Rue Morgue," for examtent. In "The Tell-Tale Heart," ple, turns out to be an orangutan—an outcome that robs the horror. Rather, by the way Poe crime of any moral content.

In certain of his short stories. derer's compulsion to confess Mr. Cleman says, Poe demon- and explain that is made to seem strates a familiarity with the controversy of his day over the insan-

In particular, people debated ity"—or the principle that a per- have uncovered a dozen large son did not have to be a raving wooden boats built between They conclude that during the lunatic to be acquitted on the 3000 and 2700 B.C., a period 1980's, economic problems—in- grounds that he did not have the corresponding to the First and family income, and skin tone. use of his reason at the time of the Second Dynasties of the pha-

They suggest that policy mak- beneath the floor boards, and located near the burial places of mentation, the higher his or he ing to persuade a listener that he ery was made by a team of ar- age, a 50 per cent higher income

In the narrator's calm and intel- David O'Connor, curator of and family backgrounds. ligent demeanor, and in his gradu- the Egyptian section of Pennsyl- The researchers say that in In the current (December) is- Mr. Cleman argues. Poe reflects dead pharaohs.

Smaller boat graves excavated at Saggara and Helwan were found to be similarly associated with the tombs of Egyptian nobles, he said. But the boat graves in Abydos, which are considerably larger and more elaborate, are the first to be associated with the funerary places of the earliest pharaohs, Mr. O'Connor said.

-KIM A. MCDONALD

Despite increased economic pportunities and the "black beautiful" movement, black Americans with the darkest skin tone continue to experience economic and occupational disadvantages, concludes a study published in the current (November) issue of the American Journal of Sociology.

Research conducted before and during the civil-rights movement indicated that, in comparison with black Americans with light skin, those with dark skin had less income and lower standing in the black community. Economic expansion that began in the 1960's, and a black-nationalism movement that glorified the beauty of blackness, led scholars to predict that skin tone would cease to play a role in blacks' success, say the authors of the new

Skin tone, however, continues to be one of the "present-day mechanisms that influence who gets what in America," say Verna M. Keith, an assistant professor of sociology at Arizona State University, and Cedric Herring, an associate professor at the Institute of Government and Public Affairs at University of Illinois at

The researchers reached their conclusions from the National Survey of Black Americans, a representative sampling of 2,107 Archaeologists working in members of black families. The survey, carried out by black interviewers, included information about each respondent's education, occupation, personal and

Ms. Keith and Mr. Herring report that, when such factors as "The Tell-Tale Heart" (1843), The boats, each of which is be-amount of education, marital stafor example, is the story of a man tween 50 and 60 feet in length, tus, sex, age, and parents' ecowho is driven to murder an elder- were encased individually within nomic and social status were held ly gentleman, buries the corpse mud-brick enclosures that were constant, "the fairer one's pigby the murderer, who is attempt- from the river Nile. The discov- lighter complexion has, on averis not mad and that his act, which chaeologists from the University than one with a dark complexion, he unhesitatingly admits, was of Pennsylvania and Yale Univer- even when both have similar education and occupational status

lution toward liberal democracy. the political system that best pro-Fukuyama Expands vides its citizens with equal and reciprocal recognition. on 'End of History' in His New Book

Scholarship

Continued From Page A! in print-Mr. Fukuyama will once again find himself in the center of widespread attention and contro-

Critics on the right said of his essay that he was premature in declaring the collapse of the enemies of democracy and presumptuous in trying to predict the course of history. Critics on the left maintained that, with all the 20th century's social and political ills, democratic governments could hardly be considered a model for the rest of the

14 Foreign Editions

Mr. Fukuyama, who was working at the State Department when he wrote his initial essay, did not at first intend to turn his ideas into a book. But among the avalanche of responses to the article were more than a few book offers; there will be a total of 14 foreign editions, besides the American one.

It took him a while to decide to leave his State Department jobhe was a deputy director of policy planning in the areas of Europe and the Soviet Union, not a bad place to be in 1989-but he was finally persuaded. He spent a year on the book, working in an office provided by RAND and living off the advance from his publisher.

"It's always possible to be a bureaucrat at one point or another," he said in an interview at his RAND office here. "But this opportunity to write a book that would be read by people in that many countries is not going to come up all that of

In the book, Mr. Fukuyama does not depart from his contention that the historical process appears to have reached its ideological culmination in liberal democracy. But he shifts much of the weight of his argument to the prior question of whether or not there can be such a thing as a "directional" history that has an end toward which it is

A 'Struggle for Recognition'

Mr. Fukuyama offers two arguments for the existence of a directional history. The first is his contention that modern scientific and technological development appears to dictate an evolution of society toward capitalism. In the late 20th century, it is a fact that the world's leading stable democracies are also capitalist nations. That suggests a strong connection between capitalism and democracy. but it doesn't prove that one leads to the other.

So Mr. Fukuyama turns to his second argument, one that gets only the barest mention in his essay. He maintains, with the early-19th-century German philosopher G. W. F. Hegel, that history is driven by what Hegel called a "struggle for recognition"—the intense desire of human beings to have their inherent worth acknowledged and respected. It is that struggle, Mr. Fukuyama argues, that causes competition among states and propels the world's evo-

Mr. Fukuyama devotes the final section of his book to an examination of two critiques of the idea that democracy could be the end point

The left, on one hand, charges that the promise of democracy remains unfulfilled in light of the obvious economic inequality of its citizens. But this Mr. Fukuyama regards as the weaker of the two criticisms, since economic inequality is simply an incomplete realization of democracy's goal of equal recognition.

He finds much more powerful the attack from the right on the goal itself. The principle of equal recognition of people who are inherently unequal, the argument goes, could never entirely satisfy everyone. In outlining this train of thought, Mr. Fukuyama borrows from Friedrich Nietzsche the concept of the "last man," a complacent citizen who has given up any struggle for recognition. The dissatisfaction of those not content to be "last men," Mr. Fukuyama argues, could eventually lead to further competition and conflict and could pose a serious threat to democracy as the culmination of history.

Despite such misgivings, Mr. Fukuyama argues that liberal democracy, with its checks on and

"The point on which he's absolutely right . . . is the exhaustion of all serious alternatives to

democracy and the market economy."

outlets for the strivings of people who want more than more equality, does the best job of satisfying hu-

manity's cravings for respect. "Democracy is not wholly free from contradiction," he said in the interview, "but it rests on a certain bedrock of stability that is fairly impressive."

Whether Mr. Fukuyama's expanded argument will satisfy all the critics that his essay provoked is an open question.

Ken Jowitt, a professor of political science at the University of California at Berkeley, has not read Mr. Fukuyama's new book but is about to publish a book himself-New World Disorder: The Leninist Extinction, from the University of California Press-that he described as the "antithesis" of Mr. Pukuyama's ideas.

"Liberal capitalist democracy will never become the dominant form in the world," he said. While he acknowledged that democracy is probably the best form of government devised so far, he called it a "historical mutation."

"The thought that the rest of the world is waiting for us, the mutation, to provide them with a way of life is arrogant," he said.

Others who are less critical of Mr. Fukuyama's thesis nevertheless have some questions as well. Marc F. Plattner, editor of the Journal of Democracy, which is published by the National Endow-

ment for Democracy, reviewed Union last August, and still seems portions of Mr. Fukuyama's manu- a bit nervous about developments

'The point on which he's absolutely right-and it's not something others said, but something he stated first and most dramatically—is the exhaustion of all serious alternatives to democracy and the mar-

ket economy," Mr. Plattner said. "The critical question becomes whether this is a temporary phenomenon or is, in fact, the end of history, as he puts it."

Events Could Weaken Thesis

Mr. Fukuyama does acknowledge the possibility that unforeseen events could seriously weaken his thesis. He admits, for examion, even among the most Neanple, to "mixed emotions" during derthal, conservative Communist the attempted coup in the Soviet

there. "Another coup is still possible," he said. "The book's going to be out on January 21st; it could

happen on January 20th." But he is confident that, given the world as it now stands, he is

When the leaders of the failed Soviet coup held their first press conference. Mr. Fukuvama recalled, "a friend of mine called me up and said, 'Your thesis is still safe, because they didn't utter a word about restoring social-

"It confirmed the view," he said, "that even in the Soviet Un-

In many respects, Mr. Fukuyama's book suggests a working out of a new conservative philosophy for an era that no longer has to struggle against the communist threat. But he denies that he had any such agenda in mind.

"I'm de facto right of center in the American political debate," Mr. Fukuyama said. "But I don't regard myself as a conservative. I never started out with a premise that we conscrvatives have to figure out what our position is in light of the decline of the cold war.

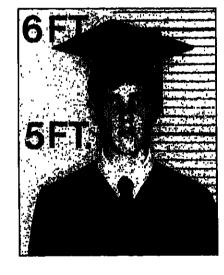
"It seems to me there are issues that really transcend the American bureaucrats, they still need to pay categories of liberal and conserva-

lip service to these democratic—tive that are much more interesting and important, such as the fate of liberalism itself—liberalism in the big-L sense, as a major philosophi-

Irving Kristol, editor of the journal The Public Interest and publisher of The National Interest, said he also did not see in Mr. Fukuyama's book, which he reviewed in manuscript, a new conservative platform. For one thing, he argued, Mr. Fukuyama could have, and probably would have, made the same argument before the cold war was so definitively concluded

"He's very Hegelian about where history is going," Mr. Kristol said. "I myself am very skeptical of predictions about where history is headed."

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regular basis."

Lack of Knowledge

meeting in Baltimore, he noted, a

Academy of Sciences proposed

shooting material from cannons to

80 kilometers to "fix the ozone lay-

er," 15 to 25 kilometers above the

earth's surface. The Russian scien-

tists who backed the plan, Mr.

the ozone layer was, or what they

Other ideas are being taken more

seriously. One is to introduce hy-

drocarbons in the atmosphere that

could react with the destructive

chlorine ions from CFC's. In a pa-

per in the November 22 issue of

Science, Mr. Turco, Ralph J. Cice-

rone, chairman of the geosciences

department at Irvine, and col-

leagues suggested that a fleet of

several hundred aircraft releasing

50,000 tons a year of ethane and

control of carbon-dloxide

"We feel strongly that

emissions is really

to maintain lower

process.

the only practical way

carbon-dioxide levels."

propane into the upper atmosphere

could suppress the ozone-depleting

Mr. Turco concedes that their

plan also has serious flaws. "One

thing we found since we published

the paper is that by adding ethane,

we might accelerate the activation

of chlorine and make the situation

worse," he said, leading to more

In addition, Mr. Cicerone said

the sheer magnitude of the problem

would make executing such a rem-

edy virtually impossible. "How to

deliver and distribute the chemi-

cals is not only a challenge," he

To scientists, one of the most ap-

pealing suggestions to engineer the

climate was the idea, proposed

several years ago by John H. Mar-

tin, director of the Moss Landing Marine Laboratories in California.

to remove excess carbon dioxide

from the atmosphere by fertilizing

That plan, first presented at a

meeting of the National Academy

of Sciences, could be tested in a

small-scale experiment in the equa-

Scientists believe that sharp re

ductions in the carbon-dioxide

content of the atmosphere during

the last ice age were partly due to

increased productivity of plant life

In many regions of the ocean

(but particularly near Antarctica)

iron is the element whose absence limits the growth of plant life.

Iron is necessary for diatoms and

other forms of phytoplankton to

torial Pacific as early as 1993.

the southern oceans with iron.

Test Possible in 1993

in the southern ocean.

said, "it's almost impossible."

ozone destruction.

were going to shoot up."

FELLOWSHIPS AND AWARDS

AMERICAN STUDIES ASSOCIATION

BALTIMORE Five scholars were honored at

Mary Blanchard, Rutgers U.—"The Intellectual Roots of an Aesthetic: Candace Wheeler and Her American Vision": best student paper presented at the entire of the candacture of

the association's annual meeting.

the annual meeting. Arthur P. Duddon, Bryn Mawr College: ling contributions to American

outstanding contributions to American Studies.

Lawrence H. Fucha, Brandeis U.—The American Kuleidoscope: Race, Ethnicity, and the Civic Culture (Wesleyan University Press of New England, 1990): best published book in American studies.

Kent Ryden, Brown U.—"Mapping the Invisible Landscape: Geography, Narrative, and the Sense of Place": best dissertation in American Studies.

Werner Solfars, Harvard U.—"Of

Werner Sollers, Harvard U.—"Of Mules and Mares in a Land of Differ-ence: or, Quadrupeds All? " (Ameri-can Quarterly, Volume 42, 1990); best

HISTORY OF SCIENCE SOCIETY

MADISON, WIS. Seven scholars received prizes at the society's annual meeting.

Mario Biagioli, U. of California at Los Angeles—"Galileo the Emblem Mak-er" (Isix, June 1990): outstanding atti-cle published in Isis in the previous

three years.

Adrian Desmond, University College (London)—The Politics of Evolution: Morphology, Medicine, and Reform in Radical London (University of Chica go Press, 1989), and John W. Servos, Amherst College—Physical Chemistry Amherst College—Physical Chemistry from Ostivaid to Pauling: The Making of a Science in America (Princeton University Press, 1990): outstanding books in the history of science published in the last three years.

Mirko D. Grmek, Sorbonne (Paris): for lifetime achievement in the history of science of the control of the co

Alex Soojung-Kim Pang, U. of Pennsyl-

vania—"The Social Event of the Sea-son: Solar Eclipse Expeditions and Nineteenth-Century Scientific Cul-ture": original essay by a graduate stu-dent on the history of science and its cultural influences.

cultural influences.

Namoy G. Stralel, Hunter College of the
City U. of New York—Medieval and
Eurly Renaissunce Medicine (University of Chicago Press. 1990): outstand-

sity of Chicago Press, 1990): outstand-ing hook in the history of science di-rected toward the general public.

Martha H. Verbrugge, Bucknell U.— Able-Bodied Women: Personal Health and Social Change in Nineteenth-Cen-tury Boston (Oxford University Press, 1988): for original research that ex-plores the issues faced by women in science, the ways in which science has dealt with gender, and the ways that dealt with gender, and the ways that science has dealt with women.

AMERICAN GEOPHYSICAL UNION

SAN FRANCISCO Five scientists were honored at the union's fall meeting for outstanding research and leadership.

Charles David Keeling, Scripps Institu-tion of Oceanography, University of California at San Diego: for leadership

California at San Diego: for leadership in murine geophysics.

Thome Lay, University of California at Santa Cruz: for significant contributions to geophysical science by a young scientist of outstanding ability.

Irwin Shapiro, Harvard-Smithsonian Center for Astrophysics: for outstanding achievements in research on the ing achievements in research on the form and dynamics of the earth and

other planets.
Selya Uyeda, Texas A&M U.: for origi-

other planets.

Selya Uyeda, Teass A&M U.: for original contributions to the basic knowledge of the earth's crust.

Goorge W. Wetherill, Carnegic Institution of Weshington: for outstanding achievements in research on the constitution and evolution of the earth and other planets.

W. K. KELLOGG

FOUNDATION

The W. K. Kellogg Foundation

To be under classed in the contraction of the carth and training Center, U. of Arizona.

Virginia C. Floyd, director of student activities and orientation, Texas Woman's U.

Steven E. Etter, farm and 4-H adviser.

U. of California Cooperative Extension (Crescent City, Cal.).

Kristobal Finbres, coordinator of the cognitive-behavioral-science project in the Native American Research and Training Center, U. of Arizona.

Virginia C. Floyd, director of the Family Health Services Section, Division of Public Health, Georgia Department of Human Resources.

Duane M. Ford, assistant professor of

has announced the names of 45 people who have been awarded fellowships of \$35,000 each to pursue self-designed plans of study. The foundation also will provide up to 12.5 per cent of the fellows' salaries to enable employing institutions or agencies to give fellows released time to take part in the program, which includes participation in seminars on issues facing leaders in domestic and international set-

Janet Lee Bergschnelder, assistant pro-fessor of computer science, Meredith

tings. Following is a list of the fel-

lows and their institutional affilia-

College.

Frank J. Bin, associate professor of medicine and laboratory medicine, Yale U.

Julie A. Bloyti, director of legislative services, Minnesota Farmers Union

(St. Paul).
Jose A. Bracamonto, associate dean of student services. South Mountain Community College of Maricopa County Community College District.
Francis H. Chang, director of the hospital community-benefits program. Boston City Hospital.
Gloria Webb Close, vice-chancellor for institutional support. U. of South Car-

tutional support, U. of South Carolina. Jeffrey R. Cox, professor and chairman

of music, U. of New Orleans.

Robert M. Crassweller, associate professor of horticulture, Pennsylvania
State U. Diane L. Davies, extension 4-H special-

ist. U. of Georgia. Juanita E. Duenez-Lazo, director of stu-

School.

Camilo Perez-Bustillo, director of national advocacy and associate counsel.

Multicultural Education, Training, and Advocacy Inc. (San Francisco).

James E. Perry, social-science teacher.

Lincoln (Neb.) Northeast High School.

School.

Aretha B. Pigford, associate professor of educational leadership and policies.

U. of South Carolina.

Alfred R. Ramirez, president, Cisneros Communications (San Antonio).

Deborah A. Schimberg, consultant, Providence, R.I.

Laura Seligman, nutrition instructor, U. of Rochester School of Nursing.

Alison Brock Severns, instructor of nursing, Redlands Community College.

Staven J. Shulman, associate professor of economics, Colorado State U. Diego P. Thurman, partner, Owens &

agronomy, Northeast Missouri State

Robeca B. Gilad, project leader of the

Hispanic HIV/AIDS program, American

Red Cross (Washington). Linda K. Griffith, assistant professor of

mathematics and computer science.
U. of Central Arkansas.
D. Rhyona Halpom, producer and director, RH Productions (Los Angeles).
Norman C. Hill, human-resources man-

ager, Exxon Company, U.S.A. (New

Janine L. Huff, human-services supervi-sor. Sences National Health Depart-

ment (Irving, N.Y.).

Debra A. Kenner, area manager, INROADS Inc. (Milwaukee).

Lisa R. Wyatt Knowlton, vice-president.
Battle Creek (Mich.) Community

Jackelyn R. Lundy, associate director of

the agroecology program, U. of California at Santa Cruz.

Patricia A. Marshall, assistant director

of the medical-humanities program, Loyola U. Medical Center (Ill.). Conser L. McDowell, assistant professor

Ceasar L. McDowell, assistant professor of education. Harvard U. Deborah M. Meehan, placement specialist and business-volunteer coordinator. Computer Technologies Program (Berkeley, Cul.).

Danlel M. Merrigan, assistant professor of social and behavioral sciences, Boston U. School of Public Health.

Cynthia Y. Newell, project director, National Middle School Association (Columbus. Ohio).

lumbus, Ohio).

Ronnie A. Nichola, director, Delta Cultural Center (Helena, Ark.).

LaVena M. Norria, administrative specialist, Bureau of Census of U. S. Department of Commerce (Westchester, Ill.).

Margaret K. O'Bryon, associate director of the Institute for Urban Development Research, George Washington

Richard J. Pola, instructor in the depart-ment of medicine, Harvard Medical School.

Dlay P. Thurman, partner, Owens & Thurman (Dullas).
Joyce A. Wilson, senior assistant to the city manager, Richmond, Va.
Sandra A. Wilson, rector, St. Thomas Episcopal Church (Denver).
Marshall J. Wong, director of the Office of Wider Audience Development, Smithsonian Institution.
David L. Wood, assistant professor and assistant director of the Division of

assistant director of the Division of Academic Primary Care Pediatrics, Cedars-Sinal Medical Center (Los An-

Global-Warming, Ozone-Depletion Remedies Studied

Continued From Page A7 then combine with water vapor in Orleans).
David W. Hinson, project manager and architect, KPA Design Group Inc. the atmosphere to produce droplets of sulfuric acid.

But like many other proposals to forestall global warming, Mr. Turco warned, this remedy would have other environmental consequences. So much sulfide aerosol would have to be created in the atmosphere, he said, that blue skies would turn milky white. Carbonyl sulfide, he added, also has "a pretty nasty odor" and is likely to catalyze chemical reactions involving nitrogen and chlorine that could contribute to ozone depletion.

Evidence of Ozone Depletion

In fact, Mr. Turco said, some scientists have found evidence of ozone depletion in the gaseous clouds emitted during last June's eruption of Mount Pinatubo in the Philippines.

"Theoretically," he said, the mechanism of the depletion "is not well understood. But observationally, there is some correlation."

Numerous fanciful ideas have also been offered to minimize ozone depletion. Mr. Rowland and others maintained that they were just as technically flawed as those to reduce global warming.

In the list, Mr. Rowland said, are suggestions to put sodium into the atmosphere to combine with the chlorine ions responsible for ozone depletion; destroying the CFC's in the upper atmosphere with lasers. or pumping ozone from areas near the ground, where it forms smog. into the upper atmosphere.

Mr. Rowland noted that many people were under the mistaken impression that the ozone-depletion problem could be solved if scientists simply created more ozone by chemically reacting oxygen molecules. But the amount of energy that would be required to accomplish that feat, he said, would be more than twice as much energy as is produced annually by man-"The average lifetime of an ozone

days," he added, "so that if you're adding iron to stimulate photosyn- mass, he added, resulting in degoing to put ozone back up, you're thesis, Mr. Martin and others be-creased levels of dissolved oxygen going to have to do it on a verv carbon-dioxide content of the atmosphere could be made.

of geological and geophysical sci-Mr. Rowland noted that some of the proposals were being put forth ences at Princeton University who by scientists with little knowledge constructed computer models to of atmospheric science. At a recent test this hypothesis, said only two million tons of iron a year would be

> rial with 100-per-cent efficiency. But it "would be extremely difficult" to do that, he added, "and even if it were possible, there

iron were converted to plant mate-

lieve, significant reductions in the in the water. Another would be the doubling of nitrous oxide, a gas that is 200 times as powerful as carlorge L. Sarmiento, a professor bon dioxide in raising global tem-

'The Only Practical Way'

What's more, Mr. Sarmiento added, the largest reduction possivice-president of the (then) Soviet needed to deplete totally the nutri- ble in the carbon-dioxide content ents in the southern ocean, if the of the atmosphere, even if all the nutrients could be depleted, would be about 10 per cent.

"Those of us who have been trying to evaluate this suggestion do not believe that there would ever Rowland said, "had no idea where would be major impacts to the en- be an application of the idea," he vironment of the southern ocean." said. "We really feel strongly that Such impacts include doubling or control of carbon-dioxide emis-

way to maintain lower carbon-dioxide levels."

Mr. Martin responded in an interview that he had no reason to doubt Mr. Sarmiento's conclusions. He added that he was not trying to push his idea as a solution to global warming, but that he believed additional study of it could lead to a better understanding of the "carbon cycle" in the atmosphere and in biological organisms.

Some researchers, however, argue that scientists would be remiss they did not continue to offer ideas of counteracting the atmospheric changes from civilization.

'We cannot dismiss the possibilities out of hand," said Robert Frosch, a scientist at the General Motors Corporation, who has stud-

molecule in the atmosphere is 10 form pigments and enzymes. So by quadrupling the ocean's total bio-sions is really the only practical ied the feasibility of shooting millions of tons of dust into the atmosphere to counteract global warm-

But James E. Hansen, a scientist at the National Aeronautics and Space Administration's Goddard Institute for Space Studies in New York, said much more needed to be learned about the way mankind is changing the climate before any serious attempts at restoring it could be made. He argued that a satellite capable of monitoring climatic changes over decades was desperately needed.

"The epoch of natural climate changes has already ended," he said. "Unfortunately, we don't understand how we are engineering the climate. That's the real prob-

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the publishers. Most of the books

are scheduled for release this

month, but publication dates-

as well as prices and numbers

of pages-are sometimes approxi-

mate and are subject to change

without notice. Some publishers

offer discounts to scholars and to

Blood Relations: Menstruation and the Or-igins of Culture, by Chris Knight (Yale University Press; 448 pages; \$45). Links the emergence of symbolic culture among early humans to a social, sexual, and po-

carly humans to a social, sexual, and po-litical revolution initiated by women.

Ethnography Unbound: Power and Resis-tance in the Modern Metropolis, by Mi-chael Burawoy and others (University of California Press; 362 pages; \$39.95 hard-cover, \$14.95 paperback). Presents eth-pographic studies of American urban life

nographic studies of American urban life that address methodological issues in contemporary social science. Healing Sounds From the Malaysian Rain-forest: Temiar Music and Medicine, by

Marina Roseman (University of Califor-nia Press; 250 pages; \$39.95). Explores the role of music in the healing rituals of the Senoi Temiar people.

the Senot Temar people.
Native and Newcomer: Making and Remaking a Japanese City, by Jennifer
Robertson (University of Culifornia
Press: 252 puges: \$29.95). Examines com-

peting interpretations of the terms furn-sate (old village) and furnsate-zukuri (old village-making) among natives and new arrivals in Kodaira, a Tokyo suburb whose residents have sought to repro-duce a sense of the Jupanese past.

Art and Political Expression in Early China. by Martin J. Powers (Yule University Press; 416 pages; 550). Shows how the artistic culture of Han Dynasty China (202 n.c.-A.D. 220) reflected the rise of an

educated, non-uristocratic class.

acob van Ruladael and the Perception of
Lendscape, by E. John Walford (Yale
University Press; 288 pages; 555). Ex-

plores the work and critical reception of

plores the work and critical reception of the 17th-century Dutch painter.

The Royal Image: Illustrations of the "Grandes Chroniques de France," 1274-1422, by Anne D. Hedeman (University of California Press; 362 pages; \$85). A study of the illustrations contained in 20 manuscript versions of a French vernucu-lar history of medieval monarchs.

The Mask of Comedy: Aristophanes and

the intertextual Perabasis, by Thomas K. Hubbard (Cornell University Press; 264 pages; \$35.95). Focuses on the works

of Aristophanes in a study of the paraba-sis, a type of choral interlude characteris-tic of plays of the Old Comedy.

Errora, Lies, and Libel, by Peter E. Kane (Southern Illinois University Press; 192 pages; \$19.95 hardcover, \$12.95 paper-back). A study of "New York Times" v. Sullivan, Sharon v. "Time," and 15 other landmark cases in U.S. libel law.

The Crumbling Fepade of African Debt Ne-gotiations: No Winners, by Matthew Martin (St. Martin's Press; 405 pages;

Martin (St. Martin's Press; 405 pages; \$65). Discusses debt negotiations by subSaharan African countries in the 1980's.
Equilibrium and Evolution: An Exploration
of Connecting Principles in Economics,
by Brian J. Loasby (Manchester Universily Press, distributed by St. Martin's
Press; 128 pages; \$35). Uses the concepts
of evolution and equilibrium to consider

of evolution and equilibrium to consider the problem of coordinating the growth of scientific knowledge both among economists and within economic systems.

Germany and European integration: The Common Agricultural Policy: An Area of Conflict, by Gisela Hendricks (Berg Publishers, distributed by St. Martin's Press; 266 pages; \$47.50). Examines tensions between Germany's strict commitment.

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1992-93 Academic Year

In 1985 Williams College established the Galus Charles Bolin Fellowships to underline the importance of encouraging able minority students to pursue careers in college teaching. The Bolin Fellowships enable two minority graduate students to devote the bulk of their time during the academic year to the completion of dissertation work.

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TERMS:

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Candidates should submit the following materials, postmarked by

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 a copy of the dissertation prospectus · a description of teaching interests

Suzanne Graver RESPOND TO:

Dean of the Faculty Hopkins Hali

Williams College Williamstown, Massachusetts 01267

NOTIFICATION:

Candidates will be notified of the Selection Committee's decision by

Williams College, a coeducational liberal arts institution, offers an outstanding undergraduate education to its 2,000 students. The coffege has built its reputation on a long tradition of outstanding teaching and scholarship and on the academic excellence of its students. Among the facilities Williams offers its students and approximately 260 faculty members are extensive library and museum collections, computer center and well-equipped laborato-

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William H. Angolf, Director

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SELECTION

The main enterior for solection will be scholarship. Affirmative action goals will also constitute a criterion in selection.

WHO SHOULD APPLY

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A detailed description of research interests and experience plus a description of the nature of the research the applicant is interested in pursuing during the appointment (about three pages).

Names, addresses, and telephone numbers of three individuals who are willing to provide

Transcripts -- undergraduate and graduate

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CONTACT IN THE SECOND OF THE S

Direct required materials and inquiries to: Margaret B. Lamb, mail stop 30-B, Educational Testing Service, Princeton, NJ 08541-0001, telephone 609-734-1124.

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to European integration and its pursuit of a nationalist agricultural policy. The "Green Revolution" and Economic Development: The Process and its Develop-ment in Bengladesh, by Mohammed Alauddin and Clement Tisdell (St. Mar-tin's Press; 345 pages; \$69.95). Describes the impact of new technologies and prac-tices on agricultural production, economScholarship

ic growth, and income and resource dis-tribution in Bangladesh.

A Japanese Approach to Stages of Capital-lat Development, by Robert Albritton (St. Martin's Press; 335 pages; \$59,95).

Draws on the theories of the economistal-

Kozo Uno to trace four stages of capitalist development—mercantilism, libe ism, imperialism, and consumerism. Joseph Schumpeter: Scholar, Teacher, and Politician, by Eduard Marz (Yale University Press; 192 pages; \$30). A study of the Austrian-American economist who lived from 1883 to 1950.

The Cruel Peace: Everyday Life and the Cold War, by Fred Inglis (BasicBooks; 475 pages; \$28). Draws on literature, film, biographies, and other sources to explore the cold war's impact on everything from

global politics to everyday life.

Genty and Common Folk: Political Culture
on a Virginia Frontier, 1740-1789, by
Albert H. Tillson, Jr. (University Press of Kentucky; 228 pages; \$30). Discusses popular opposition to the hierarchical values espoused by the elite of Virginia's upper valley—a region bounded on the east by the Blue Ridge Mountains and on the west by the main body of the Appala

chians.
"It's Your Misfortune and None of My Own": A History of the American West, by Richard White (University of Oklahoma Press; 644 pages; \$39.95). Discusses the class, ethnic, racial, and environmental relationships that have shaped the development of the Western Livited States. volopment of the Western United States.

Mohawk Frontier: The Dutch Community of Schnectady, New York, 1861-1710, by Thomas E. Burke, Jr. (Cornell University Press; 264 pages; \$32.50). Examines po-

litical, social, and economic life in the vil-lage during the period before and after the 1690 massacre of residents by French and

tindian forces.
The Oldest Vocation: Christian Mother-hood in the Middle Ages, by Clarissa W. Atkinson (Cornell University Press; 272 pages; \$24.95). Topics include medieval concepts of reproduction and women's bodies, the cult of the Virgin Mary is 12th-century art, and the emergence from monastic ideologies of the notion of "spiritual motherhood."

The Presidency of John F. Kennedy, by James N. Giglio (University Press of Kansas; 334 pages; \$29.95 hardcover, \$14.95 paperback). Draws on newly available sources in a history and evalua-tion of the Kennedy Administration.

Publishing and Cultural Politics in Revolu-tionary Paris, 1789-1816, by Carla Hes-se (University of California Press; 312 pages; \$29.95). Describes the French Revolution's impact on literary culture

pages; \$29.53). Describes the Pronen Revolution's impact on literary culture and the publishing industry. The Restoration Church of England, 1646-1689, by John Spurr (Yale University Press; 320 pages; \$45). Examines Anglicanism and religious life in England in the post-Civil War period and after the 1660

Restoration.
Rhetoric and Ritual in Colonial india: The Shaping of a Public Culture in Surat City, 1852-1928, by Douglas Haynes (University of California Press; 374 pages; \$49.95). Describes how Surat's Indian elite appropriated the political rhetoric of their British rulers; shows how that linguistic borrowing shaped ideas of justice and authority in the western Indian city. The Sear of Revolution: Custine, Tooqueville, and the Romantie Imagination, by Irona Grudzinska Gross (University of California Press; 205 pages; \$29.95). Compares the writings of two French aristocrat-intellectuals—Alexis de Tocqueville and his account of America

Tocqueville and his account of America in 1831 and Astolphe de Custino and his study of Russia in 1839.

The Tragedy of Cambodian History: Politica, War, and Revolution Since 1945, tica, War, and Revolution Since 1945, by David P. Chandler (Yale University Press; 416 pages; \$35). Traces the political history of Cambodia from the end of Japanese occupation in 1945 to the Vietnamese invasion that toppled Pol Pot's regime in 1979.

The United States, Italy, and NATO, 1947-82, by B. Timothy Smith (St. Martin's Press; 242 pages; \$59.95). Discusses the U.S. postwar decision to support the inclusion of the defeated axis power in NATO.

The Unresolved Question: The Angio-Irish Settlement and its Undoing, 1912-72, by Nicholas Mansergh (Yale University Press; 384 pages; \$40). Pocuses on Angio-Irish relations from the partition settlement. Irish relations from the partition settle-ment of 1920-25 to the British dismantling

of local parliamentary institutions in Northern Ireland in 1972.

The Widening Cate: Bristol and the Atlantic Boonomy, 1450-1700, by David Harris Sacks (University of California Press; 491 pages; \$45). A "new historicist" atudy of the English port city's transition from a medieval to a capitalist economy.

HETONY OF BORNICE

The Maxwellians, by Bruce J. Hunt (Cornell University Press; 280 pages; \$34.95).
Discusses the work of G. F. FitzGerald, Oliver Heaviside, Heiarich Hertz, and Oliver Lodge, four physicists whose Continued on Poliowing Page



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For application materials or information, contact: Margaret B. Lamb, Educational Testing Service, Princeton, NJ 08541-0001, phone 609-734-1124.

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- How past experience.
- information, and beliefs shape preferences:
- How the structural properties of groups and group norms/rules affect whose positions count in decision making;
- How Interaction with others influences preferences: How information is shared

A13

- and considered among members of a group in reaching a decision;
- How disagreements among group members are handled in decision

Research on decision making in groups ranging from national security councils, city councils, juries, boards of trustees, parliamentary cabinets, bureaucracies, party committees to juntes will be considered. Research can include experiments and simulation as well as field and case

The fellowship begins July 1, 1992 and will be for 12 months with the possibility of renewal for another 12 months. The stipend will be \$28,000 per annum. Only individuals awarded a doctorate after July 1, 1987 or who expect their doctorate before July 1, 1992 are eligible to apply. Applications due February 15, 1992.



Applications available from: Dr. Margaret Hermann, Mershon Center The Ohio State University 199 West Tenth Avenue Columbus, Ohio 43201-2399 (614) 292-1681



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DURATION (SEESENGEEMENTERSE TRANSPORTERS September 1, 1992, through June 30, 1993 (10 months).

GOALS OF THE PROGRAM RESTREEMED FROM THE PROGRAM RESTREEMED FOR THE PROGRAM RESTREEMED FROM THE PROGRAM RESTREEMED To provide research opportunities for recent awardees of the doctorate in the fields indicated

STIPEND MELINDRIGHTER TELEFORMER THE STATE OF THE STATE O \$27,000 for the 10-month period. Fellows and their families will be reimbursed for relocation

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 A detailed description of research interests and experience plus a description of the nature of the research the applicant is interested in pursuing during the fellowship year (about three pages).

Names, addresses, and tetephone numbers of three individuals who are willing to provide

recommendations for the applicant.

Transcripts, both undergraduate and graduate. Applications for 1992-93 must be received by ET8 on or before February 1, 1992. All applicants will be notified by April 30, 1992.

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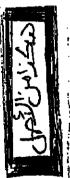
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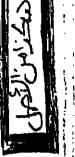
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century, and to describe its significance as a psychological disorder and a state-Addresses of Publishers as a psychological disorder and a state-ment about sender. Freedom and Limit: A Dialogue Batween Literature and Christian Doctrine, by Paul S. Fiddes (St. Martin's Press; 277 pages; 559.95). Argues that images and narratives in literature can help theologians make doctrinal points, while theological thought can aid in the interpretation of literary texts; writers discussed include Blake. Honkins, Lawrence, Iris

include Blake, Hopkins, Lawrence, Iris Murdoch, and William Colding. Hermeneutic Dealre and Critical Rewriting: Narrative Interpretation in the Wake of

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he incorporative Consciousness of Robert Bly, by Victoria Frenkel Harris (South-

ern Illinois University Press; 223 pages; \$29.95). Draws on feminist theory in a

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the experience of others and deliberatel

de-emphasize the inner life; includes ex-tensive discussion of the work of the

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19/5).
Selem is My Dwelling Place: A Life of Nathaniel Hawthorne, by Edwin Haviland Miller (University of Iowa Press; 596 pages; \$35). Includes new material on Hawthorne's family life and relationship with his wife, Sophia.

Shakespeare's Tragic Imagination, by Nicholas Grene (St. Martin's Press; 321

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tionship between two "modes of imagin-ing"—mythic and visionary and skeptical and analytic—in Shakespeare's trage-

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POLITICAL SCIENCE

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characterized Hashemite-Zionist rela-tions over the past 80 years. Kissinger and Brzezinski: The NSC and the Struggle for Control of U. S. National Se-ounity Policy, by Gerry Argyris Andrian-opoulos (St. Martin's Press; 403 pages; \$49.95). Compares the political influence and strategies of the two national security

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last four administrations.

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cuses on data from the U.S. military from 1905 to 1960.

PSYCHOLOGY

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SOCIOLOGY

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cheed inc development of industrial capi-talism during the period.

Western Times and Water Wars: State,
Culture, and Rebellion in California, by
John Walton (University of California)

The Politics of Theatre and Drama, edited by Graham Holderness (St. Martin's Press; 228 pages; \$45). Includes original essays that offer theoretical re-definitions of such terms as "political" and "alternative" theater; dramatists discussed include John Arden, Bertolt

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Nova University, Programs for Higher Education

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The fellowships have the following purposes: • to provide the recipient the opportunity for full-time doctoral study to education in Nova's innovative field-based program

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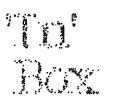
Applicants for the 1992-93 positions should send a letter of intent and a resume no later than Friday, February 14, 1992. Notification to successful applicants will occur in late March 1992. Send materials to:

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The National Association of Scholars, which has been a harsh critic of a controversial accreditation policy adopted by the Middle States Association of Colleges and Schools, is waiting in the wings with a possible alternative.

NAS officials say their plans to establish an alternative accrediting group are contingent on the Education Department's handling of the argument involving Middle States. The department delived recognition of Middle States because of its policy of evaluating campuses based on the ethnic diversity of the curriculum, faculty, and student body. Middle States, which has since backed off from that policy, will learn next month whether the department has recognized it.

Says Stephen H. Balch. president of the NAS: "There is unhappiness with the policies the regional accreditors are pursuing and with the fact that the present accreditation system is monopolistic." But he stressed that the focus of any new accrediting group was still up in the air.

In the meantime, the John M. Olin Foundation agreed to give the NAS a \$100,000 grant if the group decided to create a new accrediting group—tentatively called the National Academy for the Advancement of the Liberal Arts.

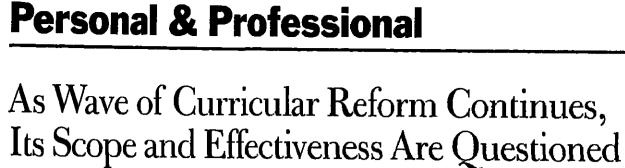
After coordinating a successful lawsuit over copyright infringement, the Association of American Publishers is mounting the second phase of what it calls an "aggressive copyright enforcement program."

Association officials say the latest phase will target other photocopying stores that have failed to obtain proper copyright permission in reproducing excerpts from books and selling them in anthologies to college students.

In 1989, eight publishers sued Kinko's Graphics Corporation, alleging copyright violations in the making and selling of course anthologies. A federal judge ruled in favor of the publishers. In October, the two sides reached an agreement that ended the lawsuit.

In the wake of the Kinko's ruling, the association has received unsolicited-more than 300 course anthologies, says Judith Platt, a spokeswoman for the group. Officials have found "an enormous amount of infringements," she says. "Permission to use copyrighted materials in many of the anthologies had neither been sought nor obtained."

The association is now contacting some of the photocopying anthologies, seeking payment for the violations as well as an agreement that the stores "cease and desist" from reproducing excerpts of copyrighted materials without prior permission, Ms. Platt says. If that doesn't work, she says, "we have every intention of going back into court."



Campuses give priority to undergraduate programs

By CAROLYN J. MOONEY

Curricular reform is as difficult, as politicized, and, it appears, as high a priority as ever in American higher education.

Interviews with academic deans, professors, and observers of the college curriculum suggest that the wave of reform that began several years ago is still going strong. Many campuses report new efforts that range from strengthened general-education programs to innovative interdisciplinary courses that deal with multiculturalism, the environment, and other pressing issues in society. Under pressure to improve undergraduate education and maintain enrollment at a time when the pool of traditional-age students is shrinking, some colleges are also bringing teaching effectiveness under the curricular-reform ru-

'Talk Is Leading to Action'

Depending on who's talking, actual curricular change is either bustin' out all over or playing out on a more limited scale at campuses that have the resources and will.

Jerry G. Gaff, a project director at the Association of American Colleges, thinks the push for curricular reform is stronger now than at any point in his career. In a new book called New Life for the College Curriculum (Jossey-Başs Inc. 1991), he concludes that higher education is in the midst of a widespread reform movement. "Talk is leading to action," he writes.

"After studying the sweep and the shape

Jerry G. Gaff: "After studying the sweep and the shape of the changes, I can only

conclude that the college curriculum is changing in a significant way."



© 1992 RUSAN GREENWOOD, FOR THE CHRONICE John T. Masterson: "The new curriculum was not in my view particularly innovative, I'd like to see more of an interdisciplinary thrust."

of the changes. I can only conclude that the character of the college curriculum is

changing in a significant way." Zelda F. Gamson, director of the New England Resource Center for Higher Education, is less optimistic. In her opinion, financially strapped campuses—of which there are many in New England these days—are having trouble doing "the bread-and-butter stuff," much less being innovative. "There's a big gap between institutions' intentions and what people actually do," she says. That hasn't kept campuses from trying.

Whether they succeed depends on many factors, including who is pushing for reform, who is financing it, and how many different academic units must approve it.

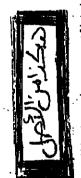
Following are some of the curricular trends in undergraduate education:

Interest in exploring issues relating to race-and, increasingly, gender-is more intense than ever. More and more colleges are developing courses that examine issues of race in a critical and comparative way. That's the approach being taken by the University of California at Berkeley, which last fall put into effect an "American Cultures" requirement in which all undergraduates compare the experiences of at least three different ethnic groups.

■ The teaching of Western culture is also becoming more comparative. The Association of American Colleges, whose annual meeting this week is called "Recentering" and focuses on cultural pluralism, is coordinating a national project in which 63 colleges are reshaping humanities core courses to reflect the theme of "cultural legacies." The project is financed by the National Endowment for the Humanities.

Of the 200 grant applications the association received in the first round of the project, almost none focused exclusively on Western culture, says Carol Schneider, the AAC's executive vice-president. "People were trying to deal with the complexity of the global community and the global experience," she says. Among the participants is the University of Oklahoma, which re-

Continued on Page A18



Accrediting Group Is Under Fire for Approving Psychology Program

A controversy over the direction and leadership of a clinical-psychology program on one campus has erupted into a firestorm of criticism of the group that accredits it and 275 other doctoral programs.

Professors and students at the University of North Texas are angry that for years the accrediting arm of the American Psychological Association has continued to accredit a program that they say has been plagued with problems. The critics say the APA should have monitored the program more closely and responded to campus complaints. A visit by accreditors last month for a review of the program-their first in six years-was too little too late, the critics say.

The complaints started after university administrators demoted the new director of the clinical program days after he completed a controversial assessment of it for accreditors. Many believe the report could have prompted the APA to put the program on probation.

But the association allowed the university to prepare a new study and postponed an accreditation visit that had originally been scheduled for April, angering many on the campus and sparking criticism from outside observers.

Long-Running Controversy

Lee Sechrest, a psychology professor at the University of Arizona who for years has participated as a program reviewer, told the APA in a etter that he would no longer take



Lee Sechrest of U. of Arizona: He will no longer review programs "since no honor is to be attached to the APA accreditation."

part in the process, "since virtually no honor is to be attached to APA accreditation."

string of criticism of the APA. Be- university maintains this checklist group, the American Psychological geared according to what site visi-Society, had planned to meet this tors want, that will get them the April to discuss concerns about APA accreditation. The Council of per test of the APA." Mr. Kraut's Graduate Departments of Psychol-group was formed to deal with disogy, which represents heads of putes with the APA over curricular psychology departments, has also matters. "Programs that are more APA's accrediting practices.

While critics at North Texas complain that the APA has been lax

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forcement of standards that it has cramped innovative efforts.

APA officials have noted the paradox, saying they are in a no-win situation. "Accreditation is always a moving target," says Paul D. Nelson, director of APA's accrediting arm. He and other officials defend their practices and say that few weak programs slip through the review process.

The APA's critics disagree. They say both complaints about the group are true, because its accreditation criteria enable weak programs to get through and create obstacles for many strong programs.

"It's increasingly clear that accreditation tells you absolutely nothing about the quality of a propsychology department who resigned in 1990.

Alan G. Kraut, executive direcpassing grade on the pencil-and-paniques -- those programs are more likely to be scrutinized."

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Despite the criticism, few heads in its oversight of the program, of psychology departments have Clark, who had been in the chair-

the APA has been so rigid, prescrip-creditation, since many state-licentive, and overzealous in its en- sure requirements make it a virtual necessity for recruiting students.

Demotion Is Catalyst

At North Texas, students and professors were angered in March when administrators demoted Mi-

"Most people would prefer to serve the public

through the voluntary

process of self-

regulation. Many say the alternative is worse.'

chael J. Mahoney from his post as gram," says Russell D. Clark, a program director after he completformer chairman of North Texas's ed a highly critical report of the program for APA accreditors. Mr. Mahoney, who declined to comment on the matter, said in his re-The uproar is the latest in a long tor of the APS, adds: "As long as a port that the program was in "a state of clear and urgent crisis,' fore this controversy, another and makes sure its programs are and that "its programmatic survival, not to mention its APA accreditation, is in serious jeopardy."

An outside consultant's review of the program in 1989 had reached similar conclusions, citing such problems as "strife among the faculty," "minimal research producbeen raising questions about the concerned about innovative tech-tivity," and "disaffection of students."

> The demotion of Mr. Mahoney followed the resignation of Mr.

COMPARE YOUR COST

man's job for a year. Administrators acknowledge that both men were hired in an effort to improve the department after a 1985 accreditation review pointed to weaknesses in the program, ranging from inadequate facilities to an unbalanced curriculum. Professors and students were disillusioned by the APA's willingness to let North Texas scrap Mr. Mahoney's report and prepare a new one.

Personal & Professional

Mr. Sechrest, the Arizona professor who wrote the letter to the APA and served as the consultant to North Texas, says the controversy shows how the APA often shies away from tough decisions and insulates itself from complaints.

Insulation or Inaccuracy?

North Texas officials defend their accredited status and their steps to improve the program. They say Mr. Mahoney's assessment was riddled with inaccuracies. "We did not believe it was the self-study that ought to be forwarded to the APA," says Blaine A. Brownell, the university's provost.

The team that reviewed the program in December is expected to make a recommendation to the APA within the month.

The APA's Mr. Nelson, who suggested the group has handled the situation at North Texas appropriately, says the APA does a good job of identifying troubled programs within the normal five-year cycle. "I think that most people in

the higher-education community would prefer to serve the public through the voluntary process of self-regulation," he says. "Many say the alternative is worse."

1.09 Industry

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TEACHER-EDUCATION UPDATE

- Goodlad's ideas to get trial run in school-college partnerships
- Bank Street College to help newly hired high-school principals
- Teacher shortages, surpluses bring corrective steps in Florida

Florida State Universities are lim-

■ Education groups respond to Bush's 'America 2000' strategy

An influential educator's 19 recommendations for improving teacher education are about to get a trial run on several cam-

Many of the 275 institutions that responded to reforms that John I. Goodlad proposed in his 1990 book Teachers for Our Nation's Schools submitted formal proposals to be selected as test sites. Those that were chosen are Montclair State and Wheelock Colleges; California Polytechnic State, Texas A&M, and Miami Universities; the Universities of Washington and Wyoming; and the South Carolina Consortium, made of up Benedict, Columbia, and Winthrop Colleges: Furman University; and the University of South Carolina.

Over the next five years, the institutions will focus on ways to create partnerships with local school districts and reward faculty involvement in the schools through changes in tenure and promotion requirements. In addition, they will develop teacher-education curricula with moral and political dimensions and a "pre-ed" curriculum similar to the idea of a "premed" curriculum for would-be physicians.

The University of Washington's Center for Educational Renewal. which Mr. Goodlad directs, continues to receive applications and will select additional pilot sites over the next several years.

Bank Street College of Education is joining forces with New York City's public schools to help new principals do their job

The New Principals Professional Preparation Center, based at Bank Street, is providing training and support for about 230 principals who were hired last fall. The city had lost a considerable number of principals under early-retirement incentives offered to relieve a budget crunch.

Principals enrolled in the nondegree program, which runs for the academic year, are paired with veteran principals in the city, from whom they can seek help and guidance. They also are placed in groups headed by retired principals and organized to discuss the profession. The center is supported by a \$325,000 grant from the Ford Foundation and by \$300,000 from the New York City Board of Edu-

At least two Florida universities are opening wide the door to some teacher-education students and shutting it to others in an effort to correct an imbalance in the state's supply of teachers.

Florida now faces a shortage of secondary teachers in English, science, mathematics, and multilingual and special education. It has a surplus of elementary and earlychildhood teachers. As a result, Florida A&M and

iting enrollments in the overcrowded fields and recruiting students for others. The state Board of Regents has approved the plans. The efforts, which have gone into effect over the past few years,

seem to be paying off. Both cam-The strategy sets goals for im-

puses report that enrollments in fields that were experiencing a

shortage have increased.

2000" strategy is provoking plans to change the way the nation prepares its teachers and students.

turn of the century. Among recent developments:

■ The American Association of State Colleges and Universities released a report last month that provides a five-point agenda for how state campuses can better prepare future teachers for the model schools in President Bush's strategy. Copies of the report, "Teach America," may be obtained free from AASCU, One Dupont Circle, Suite 700, Washington 20036.

 As part of America 2000, Education Secretary Lamar Alexander President Bush's "America announced 18 grants totaling \$7.6million to establish academics for training teachers. The 12 recipients are the Universities of California, Connecticut, Delaware, Dallas, Maine, and Northern Colorado;

proving the nation's schools by the Lesley College; and Brigham Young, Florida State, Harvard, and Southwest Texas State Universities. The Research Foundation of the State University of New York at Buffalo also received a

■ The Carnegic Foundation for the Advancement of Teaching has released a report, "Ready to Learn-A Mandate for the Nation." It responds to the President's first education goal, which states: "By the year 2000, all children in America will start school ready to learn." The report presents a seven-step, decade-long plan. Copies of the report are available for \$8 from Princeton University Press. 3175 Princeton Pike. Lawrenceville, N.J. 08648 (609) ---JULIE L. NICKLIN

The List of Facilities We Finance Is Still Under Construction.

LOUISIANA COLLEGE, LA 000,000 \$2,500,000 Building Construction

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UNIVERSITY OF COLORADO CO \$17,500,000 Various liacilities

SEATTLE UNIVERSITY, WA \$8,200,000 Purchase and Construction of Skilled Number Education

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g Construction

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By COU aimed at providing an analytic framework for comparing cultures. and leac ■ More campuses are designing chology special first-year courses. Some has crup center on specific themes, such as cism of human identity, which might be and 275 used in different courses.

Professors at the University of Colorado at Boulder are discussing a proposal by President Judith AF bino to offer all freshmen intensive 15-student seminars taught by top faculty members. Ms. Albino acknowledged in a speech that such seminars would be expensive, but added: "I believe we cannot afford not to offer them."

 Likewise, more campuses are looking for ways to make the end of a student's undergraduate career more meaningful. So-called capstone courses-senior-year offerings aimed at "capping" students' academic work-are increasingly popular. They may take the form of a senior project or an interdisciplinary course taken by all students. Mount Saint Mary's College in Maryland offers both options.

 Some institutions are strengthening general-education requirements in mathematics and science, but are also looking for ways to make introductory courses in those fields less threatening to majors and non-majors alike. New Mexico State University has developed a general-education course in which students study mathematical principles by reading the original source material, such as Archimedes's "Measurement of a Circle."

 In particular, a movement to improve the teaching of calculus is gaining momentum. Students at New Mexico State take on hypo- the previous decade discarding thetical problems—which often involve characters and story plotsafter just three weeks of introductory calculus. For example, there's "The Flight of Katy V.," a special agent who is trapped in enemy territory but could, if she only knew vector algebra, radio her coordinates to an emergency helicopter that would swoop in and fly her out. Assignment: Save Kaly's life.

Efforts undertaken in recent years to improve specific skillsparticularly writing and critical thinking—continue. Some colleges are revising courses in virtually every discipline to require students to write, give oral presentations, or use other skills regularly. Some have also identified themes that must be addressed across the curriculum. Lewis and Clark Community College in Illinois, for exam-

Curricular Reform's Scope, Effectiveness Examined ple, recently agreed to require all sues. A third of the required general-education courses to de- courses must be taken at the upper vote some attention to writing, oral level, and students must complete communication, and "internation- a senior project in their major. It is

al and inter-cultural themes." ■ Efforts to strengthen liberalarts education in professional programs like engineering and teaching are continuing, but the tensions involved in balancing students' workloads remain. In some fields, accrediting groups have led the push for more liberal-arts courses. to college. Faculty members are

An increasing number of large now working out the myriad of loinstitutions, including Syracuse gistical details that it will involve. and Stanford Universities, Colorado, and the University of Califoras part of broader plans to improve undergraduate education.

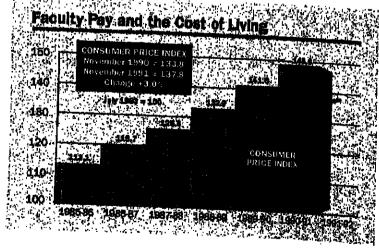
Pressures From Outside

The latest wave of general-education reforms is thought to have begun in the mid-1980's. Under pressure from legislators, students, and critics like William Bennett and Allan Bloom to make undergraduate education more cohesive, many institutions began scrutinizing their general-education require-

Among the questions they asked, and are still asking: Should all students share a common body of knowledge or a common set of skills? Should they be exposed to issues relating to race and gender? How should courses incorporate subject matter that doesn't fit neatly into one discipline? Are there certain values that a core curriculum should communicate?

Many campuses actually began tightening their general-education curricula in the late 1970's, often by adding distribution requirements. Many institutions had spent such requirements, which had been criticized as too restrictive and authoritarian. But eventually the pendulum began to swing the other way, and campuses began to redo what they had undone.

The University of Minnesota at Twin Cities touched on just about all the latest trends when it recently approved its new "diversified core" curriculum. It requires all undergraduates to take three courses in the physical and biological sciences (two of which must include laboratories), three in history and the social sciences, three in the humanities, and one in mathematics. They must also take four writing-intensive courses, and six courses that address the themes of cultural diversity, international perspectives, citizenship and pubethics, and environmental is-



lems distract the faculty. And as Karen Spear, dean of arts and sejsences at Fort Lewis College, found, there often isn't anyone watching over general education

A Grab Bag of Policies

expected that some courses could

satisfy more than one aim. Finally,

the university's undergraduate col-

leges are discussing whether to de-

Minnesota's new curriculum re-

places a system of distribution re-

quirements that vary from college

Nils Hasselmo, the university's

president, thinks the new curricu-

tween a fairly traditional core that

presents knowledge of different

is appropriate to the 1990's."

velop new freshman colloquia.

When Ms. Spear surveyed 90 members of the Association for General and Liberal Studies about who administers general education curricula, she found a grab bag of policies. More than one fourth of the respondents said their institutions had no administrative structure to govern general education. most often it was under a faculty committee's direction. Only one fourth of the institutions had a sepnia system, are examining teaching lum "strikes a good balance be- arate budget for general education And half the respondents said then governance structures "kept the

disciplines and an orientation that programs alive but not dynamic " The University of Miann's new Striking such a balance is often general-education requirements difficult, for many reasons. De- disappointed some observers who partments worry about losing stu- had hoped the six-year revision dents and resources and battle one process would lead to something and sciences. I think we could another over turf. Budget prob- more innovative. Starting next tall, done it in a year."

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already underway. The overall throne for 1993 will be

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all students must take four up. intensive courses in their 6 ciency. A composition & ment will remain in effet, there will be a strengthone bution requirement. A mat, ern culture requirement bas cussed, but not adopted.

The new curriculum way nov view particularly into a vice provost for undergrafts Lan S. In an ideal world, The see more of an interdiscrethrust. We ought to be profit background in cultural lime

A large university with the ous professional programate ly an ideal world for curious form "I learned how bons difficult curricular reformis". John Knoblock, a philosophy tessor who served on one di ann's correculum pagels, "la to reconcile the needs of once

and musicians is all but imped

Radcliffe College has established a computer-based information center for women in the Boston area. The center is open seven days a week, from noon to 10 p.m., and is accessible by telephone or in person.

Called the Women's Information Services Hotline, or WISH, the center relies on a data base with about 1,000 listings of resources. If a woman wants to know which health centers are open on Saturday, for example, the data base will tell her. It will also tackle tougher questions such as. What resources are available for undergraduates? Who will support my thesis research?

"The wish printout is thicker than the Manhattan telephone book and still growing," says Rosa Shinagel, assistant dean at Radcliffe, who established the service.

The data base, which was designed and created by two students, includes information on academic, career, family, legal, and personal resources, as well as on the college itself, the activities of campus groups, and forthcoming

Pennsylvania State University is dedicating a new \$4-million Cray supercomputer exclusively to research on global change. About 20 researchers at the Earth System Science Center will use the machine to model the planet's climate

"This Cray is the first, as far as we know, to be installed at a department or college level, rather than serving the general university community," says Eric J. Barron, professor of geosciences and the center's director.

The supercomputer is capable of operations that are equal to one-third of a billion additions or subtractions every second.

Communications students at Miami University of Ohio have created an interactive videodisk about campus racial incidents to help increase awareness of stereotypes on their predominantly white campus.

The students, members of an honors seminar, re-created events that had actually happened—a black student falsely accused by a white professor of lying in class, for example. Then they videotaped their friends and a few professors as they acted out the incidents.

The tape was transferred to a rideodisk, which students can watch in the computer lab. The interactive disk lets students decide, by clicking a mouse, how the characters will act and whose innermost thoughts i de revealed

About 500 students, including freshmen at orientation, have viewed

The university plans to put portable computers in dormitories so residents can use the disk there. In the meantime, the communications students are working on a second video, this one on sex discrimination.



Technology Institute Helps Professors and IBM Learn How to Help Each Other

Information Technology

North Carolina center seeks to bridge gap between computer industry and academe

By BEVERLY T. WATKINS

RESEARCH TRIANGLE PARK, N.C. "O.K.! Let's get a little bit of mouse practice."

Willem J. A. Pet, a research associate at the Institute for Academic Technology, cradles the computer control in his hand. index finger on one button, and explains how the mouse manipulates the arrow that darts across the computer screen, "A single click always selects something. A double click selects something and causes something to happen." he says.

Click. The computer screen fills with 10 symbols for games. Mr. Pet moves the mouse to one of the symbols. Click. Click. A game of solitaire appears-a deck and seven cards face up.

Moving the arrow to the deck, Mr. Pet clicks, picks up the top card, turns it over, and puts it down on one of the original seven, matching suits. "This is how you drag and drop," he explains.

Mr. Pet is leading a group of academic administrators and faculty members into a hands-on demonstration of "ToolBook." a computer program that lets users develop their own applications without knowing anything about programming. The demonstration, held in a computer classroom, is part of a monthly briefing.

Acting as a 'Broker'

For the last two years, academics have been visiting the Institute for Academic Technology, on the Meridian Business Campus of the University of North Carolina in Chapel Hill, to see demonstrations of the International Business Machines Corporation's Advanced Academic System (which includes "ToolBook") and to get ideas for using computing on their campus-

The institute was established by the university and IBM to bridge the gap between higher education and the computer industry. It acts as a "broker" between faculty members, who have research and teaching needs, and 18M, which has computer equipment and software to meet them.

The institute brings faculty members from around the country to experiment here with IBM's products. The professors then tell the company what it should do to adapt its wares for use in higher education. The institute also supports projects that professors conduct on their own campus-

In addition to general briefings, the orgausing computers in the humanities and mathematics.

"IAT was set up to make two worlds communicate more effectively and to carry information back and forth," says Diana Oblinger, IBM's project manager at the institute. "IBMETS are used to talking in terms of 9370's and 8514's, and academics don't know what that means."

Through the institute, Ms. Oblinger says, IBM has realized that colleges and



"We like to think that we are here to put academics out in front," says William Graves, adviser to technology institute, shown with Diana Oblinger, IBM project manager.

universities have computing requirements that are different from those of industry. Before IAT opened, she says, "IBM's attitude toward higher education was: 'Here's a box. Hope you like it. It was designed for a manufacturer, but hope you like it." "

Says William H. Graves, chairman of the institute's national advisory board: "We like to think that we are here to put scademics out in front of the technology. We try to help the larger academic community see how technology can be used today in an academic setting."

We're Not Trying to Be MIT'

Mr. Graves says the institute concentrates on educational problems and looks for off-the-shelf equipment and software to solve them. "We're not trying to be MIT. We're not pushing the limits of the silicon," he says. "We're trying to understand what is possible with today's sili-

The Institute for Academic Technology developed from a proposal that Mr. Graves made at a 1988 conference of EDUCOM, a consortium of 630 higher-education institutions and 112 corporations involved in computing. During a round-table discus sion, he says, he suggested to vendors that they get together to support a national center run by academics.

IBM was the only vendor to respond, says Mr. Graves. "IBM took the idea seriously. They stepped up to it."

Today the institute is administered by the University of North Carolina and supported by IBM, which provided about \$1million for each of the first two years. Last

Continued on Following Page



Institute Helps Professors and IBM so effective that it is considering an IAT-West, says Ms. Oblinger, who Learn How to Teach Each Other

Continued From Preceding Page much space. The institute has three institute. Although nothing has July it agreed to provide about \$2- new computer classrooms and an been decided, she says, the compamillion a year, excluding equip- auditorium, all connected electron- ny is exploring a collaborative ven-

"IBM's equipment is on loan to Although IAT has been open only Los Angeles. us," says Mr. Graves. "We don't a short time, it has gained a reputawant to own it, because it goes out tion among academics as a sucof date so quickly. This way, IBM cessful venture. replaces it.

Interest Grows Quickly

ry board that includes 11 academic administrators and faculty mem-IBM's Academic Information Systems. Mr. Graves, the board's chairman, oversees the institute for the university in his position as associate provost for information technology.

Interest in tAT's activities has grown quickly. In the first year, for more effectively and example, about 500 academics from 80 colleges and universities attended briefings and workshops. In 1991, 3,000 people from an additional 200 institutions took part.

The institute opened in fall 1989 with six staff members occupying a comfortable 6,000 square feet on the lower floor of the Meridian it. They don't have enough re- expressions, and gestures of native Campus building. By last fall, IAT sources," he says. "Industry is not speakers. A mathematics professor had grown so much that it had to doing it. It is not a broad-based might develop new modules to add move to new quarters. Today, 20 concern, and the economics do not to a computer algebra system, staff members, along with some support it. The fact that we exist is part-time assistants and graduate students from Chapel Hill, occupy

multimedia, which combines text. Among his colleagues, says voice, music, motion video, im-James S. Noblitt, a research pro- ages, and graphics on the computfessor of Romance languages at er, for foreign-language study and The institute is run by an adviso- Chapel Hill and IAT's humanities mathematics. The vehicle for that chairman, the institute is "a morale research is the Advanced Academbooster" because there is no other ic System, tailored by IBM for highbers and four representatives from place where representatives from er education.

The institute was

established "to make

to carry information

back and forth,"

together on computing.

"The universities are not doing

The system is based on four Ps/2 computers. It uses off-the-shelf software adapted for academic use-"Clipmaker" was added to the commercial "ToolBook," for two worlds communicate instance—and programs created specifically for educators. Examples are "Classroom Presentation Option," "Gradebook," and

"Test Generator,"

was associate dean for academic

affairs at the University of Missou-

ri at Columbia before joining the

ture on the West Coast, probably in

Professors can use the multimedia system for teaching and research. A French professor might academe and industry are working stage a presentation with sound and video to teach language students the authentic speech, facial adapting it for his own uses.

Actuarial Scientist at Penn State Spurs Colleagues to Use Multimedia Technology

viewed as a comfort." The Advanced Academic Sys-IBM finds the partnership with tem was one of IAT's first ventures, a complete floor with four times as the University of North Carolina says Mr. Graves. "We wanted a rection we recommend. What do system that wouldn't be there if it

Accumulated Value

of an Annuity

Example

5% per year

Equipment for the Advanced Academic System

The Advanced Academic System described in the adjacent story was designed by the International Business Machines Corporation in collaboration with academics at the Institute for Academic Technology. For the multimedia system, IBM adapted some off-theshelf software to higher education and created some new programs specifically for academics. The system lets faculty members combine images, graphics, motion video, music, voice, and text on the computer for classroom presentations. It includes the follow-

Four PS/2 computers, two with 80386 and two with 80386sx processors 14-inch color monitor Small Computer Systems

Interface (SCSI) CD-ROM SCSI drive M-Motion Video Adapter M-ACPA Audio Capture/ Playback Adapter Typist scanner (Caere Corporation)

Software Classroom Presentation Option (Academic Information Systems) CorelDRAW 2.0 (Corel Systems Corporation)

Excel 3.0 (Microsoft Corporation)

system that you plug in and play and the software is there," he says. "We brought people here from the Faculty demos (Academic Information Systems)

Gradebook (Academic Information Systems) Keyboard Mapper (Exceller Software Corporation) Math Expressions Editor

(Academic Information METZ FILE F/X (METZ Software)

Multimedia Extension (Microsoft Corporation) Test Generator (Academic Information Systems) ToolBook 1.5 (Asymetrix ..Corporation)

Windows 3.0 (Microsoft Corporation) Windows Entertainment Pak (Microsoft Corporation) Word for Windows 1,1

(Microsoft Corporation) SofType (ZSoft Corporation)

you think?' They pounded on the software, and they said what worked well and what didn't.

company charters to a copy of the

1758 letter confirming the grant-

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"Text-based classical

is better than

like to do what they have always

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a forum to debate academic issues raised by technology. For examdown the wrong road? We need to debate that."

fluence-things that are not very viable commercially, but that are necessary for us."

IAT members agree that the Advanced Academic System, which IBM put on the market in June 1990, owes its existence to the partnership. "Some of the work was done on the IBM side. Some of it was done on the academic side. But one could not have done it without the other," Ms. Oblinger says.

hadn't been for that academic in-

Information Technology

In addition to its work with products, the institute is trying to help academics put computing into some kind of perspective and come to terms with its proper use.

"It's depressing how computers are used on some campuses to maintain the status quo and lock in old customs derived from previous centuries," says Lester Senechal, a professor of mathematics at Mount Holyoke College, who oversees IAT's mathematics activities. "We point out to faculty members things that are worth changing and directions that are worth following. Perhaps it is presumptuous to think we can make change happen, but we have to try."

Technology and Change

Mr. Senechal suggests that teching onto an archaic course, it will tional calculus and add computing,

lar change must go hand in hand." Mr. Noblitt says that too many professors lack judgment when it

humanists like electronic

privileges."

"So what does it mean if they can have 10,000 footnotes on an article? It doesn't mean anything. It surpasses the human capacity for

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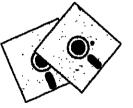
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course on actuarial science and

times, he says, "a student will Corporation, brings faculty mem-

and the student's will be the its headquarters to experiment to speed very quickly," he says. use a cart to move the equipment with computer technology. It also "All things just fell into place."

The project, which started on

classroom," he say. "Essentially, the modules are at Chapel Hill for prompting him timedia in September 1990, says Mr. Shapiro says multimedia puter in class. "Things are not as all being worked on at the same to undertake the business protime," Mr. Shapiro says. "The ject. The institute, a partnership the way the world is going. I got bers many devices to hold stu-

a dozen teaching modules combining sound, video, images, graphics, and text on the comput-Representation "We're leading the way for business schools to get involved Analytical Form in technology," Mr. Shapiro says. "Essentially, we're creat-Computational Form ing a computer program for courses, but we're introducing technology into business schools in general.' These electronic pages from a finance course at Pennsylvania State U. Illustrate how instructors 2 Major Modules can use computer software to coordinate different dimensions of a topic. Right now, the professor and a group of his students are putting have a view different from mine bers from across the country to ue of multimedia. "We came up jor modules, one an advanced better view."

UNIVERSITY PARK, PA. Arnold F. Shapiro is a man

with a mission. The professor of

actuarial science and insurance

wants his colleagues at Pennsyl-

vania State University's College

of Business Administration and

elsewhere to use multimedia

To show the way, Mr. Sha-

piro has undertaken a three-year

instructional-technology project

called the Multimedia Computer-

based Business School Collegui-

um. When it is completed, he

says, the project will include half

technology in their classrooms.

Mr. Shapiro credits the Insti- holds demonstrations and supinsurance and the other an intro- tute for Academic Technology at ports some campus projects. the University of North Carolina At an institute briefing on multrick is to keep everyone going in between the university and the very turned on." R common direction." Some- International Business Machines Mr. Shapiro persuaded his learning experience. "You can on the cutting edge."

January 1, 1991, is supported in

nology," he says.

-BEVERLY T. WATKINS

first life-insurance company," he says. "You can show a fire and Year-end payments its economic consequences, and then draw ideas from the students. Together you can walk Accumulated Value of a 2-year through the subject matter." annuity at an interest rate of Draw Graph interest rate # 1 is 6 % Interest rate # 2 is 15 %

duration le 15 years

Narrative

'Video-Games Generation' "Multimedia allows the risk-

and-insurance instructor to use and create courseware that can capture the imagination of the video-games generation and use their addiction to computer graphics and simulation to advan-

For his project, Mr. Shapiro says he looked for simple technology so business professors everywhere could adapt his programs. "You do not have to be a 'computer person' to construct professional-caliber presentation software using the current tech-

Mr. Shapiro's biggest challenge now is getting his equipto the car and drive the car to the

dents' interest and improve the news and the bad news is, we're

nology is worthless without curricular change. "If you add computnot do very much. If you take tradiit will not make much difference, he says. "Technology and curricu-

storage of text. It

unlimited Xeroxing

comes to computing. He gives an example: "Text-based classical humanists like electronic storage of text. It is better than unlimited Xeroxing privileges. They like search engines—those high-speed things that let you find every reference to, say, the Koran. It is better than using boxes of card files. They

done, but faster, bigger, and better.

Mr. Noblitt sees a role for IAT as

ple, he says, computers allow scholars who would previously have spent 30 years on a project to complete their research in three months. "When scholarship goes at a fast pace, what does that do to the quality? The slow emergence of scholarship means a lot of reflecting time, an evolution of thought with careful documenting, more dwelling time on a problem," he explains. "Will technology lead us

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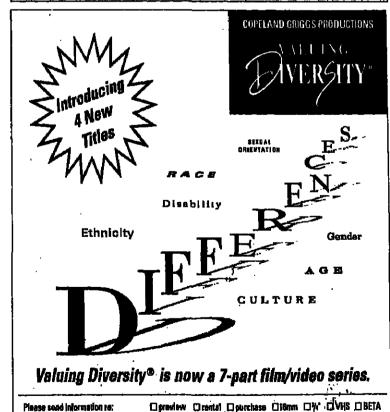
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NEW COMPUTER SOFTWARE

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COMPUTER PROGRAMS

Accounting, "FABRIC—Financial Accounting Basics, Version 3.0" for IBM PC and compatibles. Tutorials provide Interactive instruction on fundamen-tals of accounting, including the bal-ance sheet, income statement, accounting cycle, statement of cash flows, and ratio analysis; \$25 for mem-bers. \$75 for others. Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Daylon Street, Madison, Wis. 53706;

Daylon Street, Madison, Wis. 33706; (800) 543-3201 or (608) 262-8167.

Blology, "Action Potential Tutorial," for Apple Macintosh. Tutorial helps students learn about membrane potentials, the voltage clamp, the sodium action potential, refractory periods, and axon conduction; \$29; quantity discounts available. Contact: Intellimation. Department GARG, P.O. Box tion, Department OAPG, P.O. Box 1530, Santa Barbara, Cal. 93116-1530;

(800) 346-8355 or (805) 685-2100.

Blology. "The Muscle Tutorial," for Apple Macintosh. Requires "Hyper-Card." Tutorial explains and illustrates striated muscle structure and physiology; includes the muscle con traction and its regulation; \$29; quantity discounts available. Contact: Intellimation, Department GAPG, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Business. "Purchasing Model," for IBM PC and compatibles. Requires "Win-dows." Simulates the operation of a company that buys and sells a particu-lar part from a manufacturer; studen must select a vendor, negotiate a con-tract, and place orders for one year; includes costs, vendor delivery, defec-tive parts, and weekly order varia-tions; \$25 for members, \$75 for others. Contact: Wisc-Ware, Academic Com puting Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

emputer science. "sc—Simple Com-puter," for IBM PC and compatibles. Requires "Windows." Program emulates a simple computer, introducing computer concepts and fundamental of machine-language programming; in-cludes 10 instructions and decimal machine language; \$25 for members, \$75 for others, Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

Engineering, "SYMPIC—Electric Control Circuit Simulator, Version 2.0," for IBM PC and compatibles. Requires "Windows," Lets user apply transfer functions to blocks or components of a control system to generate Bode Plots of the magnitude and phase response of the system; \$25 for members, \$75 for others. Contact: Wisc-Ware, Aca-

for others, Contact; Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

Foreign languages. "Italian Prepositions, Version 1.1," for IBM PC and compatibles. Gives students of advanced Italian 600 questions with blanks to fill in: keeps score, allows blanks to fill in; keeps score, allows students to review, try again, and print missed questions; \$25 for members, \$75 for others. Contact: Wise-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

2.3," for IBM PC and compatibles. Lets science and engineering students mod-el physical systems and solve non-linear equations; isolates and orders sep-arate acts of equations; builds systems with multiple files, each including function definitions, algebraic or dif-ferential equations, and more; student sprential equations, and more, student edition \$45; quantity discounts and site licenses available. Contact: Chico Software Company, P.O. Box 5174, Chico, Cal. 95927-5174; (916) 342-

Medicine. "Blood Cell Counting, Man-ual and Automatic," for Apple Macin-tosh. Tutorial includes 50 questions on

the WBC, hemocytometer and manual count, and technicon and Coulter instrumentations; student edition \$21; instructor edition \$66. Contact: Intellimation, Department GAPO, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Physics. "Thermodynamics Lecture Demonstrations," for IBM PC and compatibles. Contains 10 computer animations, ranging from 30 seconds to four minutes, illustrating conceptual rela-tionships among physical factors that affect thermodynamic processes; in-cludes four topics—isothermal, adia-batic, isochoric, and isobaric expan-sions and compressions of un ideal gas, the Carnot cycle, two- and four-cycle Otto engines, and the diesel engine; \$49.95; site licenses available. Con-tact: Physics Academic Software, Box 8202, North Carolina State University, Raleigh, N.C. 27695-8202; (800) 955-8275 or (919) 515-7447.

Programming. "ENV185," for IBM PC and compatibles. Lets user develop assembly-language programs for the In-tel 8085; includes an editor, assembler, debugger, and simulator; \$25 for members, \$75 for others. Contact: Wisc Ware, Academic Computing Center, University of Wisconsin, 1210 West Daylon Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167. Social science. "MicroCase Analysis

System, Version 2.11," for IBM PC and compatibles. Statistical-analysis and data-management program for re-searchers; includes scatterplots, mapsearchers; includes scatterplots, mapping of ecological data, factor analysis, curve fitting, and more; contains internal code books, file-merge features, and a telephone-interviewing system; \$395; site licenses avoilable. Contact: MicroCase Corporation P.O. Box 2180, West Lafayette, Ind. 47906; (317) 497-9999.

Social science data bases. "The General Social Surveys," for IBM PC and compatibles. Data base of the National Oplnion Research Center's surveys includes more than 26,000 cases and 1,800 variables for 17 years; \$795 for all 17 years (1972 through 1990, except 1979 and 1981); \$95 for individual years. Contact: MicroCase Corpora-tion, P.O. Box 2180, West Lafayette, Ind. 47906; (317) 497-9999.

writing. "The Personal Writer," for Apple Macintosh. Requires "Hyper-Card." Lets users organize and automatically file information for articles, papers, and presentations; allows users to conduct several levels of searches, view or edit information, combine data from several files, and store reference information alphabetically in a bibliography file; includes a key-terms function to find data quickly; \$79; quantity discounts available. Contact: Intellimation, Department OAPO, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or

OPTICAL DISKS

Desktop publishing, "SpaceTime and Art," for CD-ROM players used with Apple Macintosh. Requires "Hyper-Card." Color graphics, clip art, and reference materials on outer space for presentations and desktop publishing; includes 300 color images of NASA Voyager views, annotated data bases of astronomy organizations and space-related publications, and reference material on cosmological concepts; \$199. Contact: Wayzata Technology Inc., P.O. Box 807, Grand Rapids, Minn. 55744; (800) 735-7321 or (218)

Political science data bases. "World Factbook 1991," for CD-ROM players used with Apple Macintosh or IBM PC and compatibles. Almanac of socioeconomic, geopolitical, demographic and country-specific data; includes 246 profiles of geographic regions. countries, and territories; based on the Central Intelligence Agency's annual fact book; \$129. Contact: Wayzata Technology Inc., P.O. Box 807. Grand Rapida, Minn. 55744; (800) 735-7321 or (218) 326.0507 (218) 326-0597.

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TECHNOLOGY UPDATE

■ Teleconferencing system to link American, Russian academics

■ New tools will help astronomers deal with mountains of data

■ Network serves as 'textbook' for course on the environment

■ College clinic offers eye exams for heavy users of computers

Academics in the United States and Russia may soon be able to hold joint conferences by computer with a new interactive video teleconferencing service.

Information Technology

The service, a joint project of Brown University's Institute for International Studies and the Institute of Space Research in Moscow. will let researchers and scholars who are miles apart work on projects simultaneously and exchange information "face to face" on computer monitors.

The teleconferencing system will alleviate several problems faced by both American and Russian institutions in trying to work together, says Mark Garrison, director of the Center for Foreign Policy Development, a part of Brown's international-studies institute. For one thing, "travel is time consuming and expensive," he says. "Telephone calls, electronic mail, and faxes are not always dependable. They are far less productive than interactive face-to-face meetings."

Researchers at both institutions began testing the system last fall. Brown plans to extend the test to other sites in the United States early this year, while the Russian institute hopes to add several other sites in Moscow by July I and locations beyond Moscow later. The system, which should be

available to academic institutions and other non-profit organizations by mid-1992, is using a communications satellite provided by Intersputnik, an international spacetelecommunications organization, and ground stations supplied by the Russian institute. The project is supported in part by the Carnegic Corporation of New York.

For more information, contact Mark Garrison, Center for Foreign Policy Development, Institute for International Studies, Brown University, Providence, R.I. 02912; (401) 863-3465.

-BEVERLY T. WATKINS

Researchers at the Johns Hopkins University are creating new tools to help astronomers analyze the mountains of information gathered by observatories and satellites.

The researchers say the tools, part of a project called Astro-Explorer, should produce new data-searching techniques to make computer searching faster and more efficient. They also hope to develop better software that will let them examine astronomical data and decide, for example, whether an image is a real one created by starlight or a false one created by radiation.

"Astronomers are just being swamped with data," says Holland C. Ford, a professor of physics and astronomy, who is developing the system with Michael T. Goodrich and Steven Salzberg, both assist-

ence. He says the vast data bases affecting their vision may have now available lack the tools needed an eye examination at a new for astronomers to search for exotic celestial objects, using criteria such as size, distance, composition, or behavior.

Since the development of photographic techniques, says Mr. Ford, astronomers have relied on taking two virtually identical images of the same sector of sky and looking for differences between them. The differences can reveal a new planet, a comet, a change in a star, or the fact that what appears to be a following a study of job-related vi- Cal. 94087; (408) 746-2000. single star is really a group of very sion disorders that found that eye Project SERAPHIM, a clearing- arts in imaging and digital arts. distant stars, he says.

Such labor-intensive techniques are no longer practical in many instances. "These large amounts of data mean we have to do much more of this on the computer," says Mr. Ford.

The National Science Foundation is supporting the project with a \$350,000 grant.

For more information, contact Holland C. Ford, the Johns Hopkins University, Homewood Campus, Baltimore, Md. 21218; FORD @JHUFOS.PHA.JHU.EDU.

-DAVID L. WILSON

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About 55 students at Florida International University are usng a computer network as a kind of textbook for a course on the environment.

The network, operated by Global Action Network (GAN) and the Institute for Global Communication's EcoNet, provides students with current information about the environment and the politics surrounding it, according to Joseph Geierman, coordinator of GAN, which has its headquarters at Tufts University.

"GAN puts on basic environmental information—I call them environmental 'Cliff Notes'-on issues like global warming or renewableenergy use or nuclear waste," says Mr. Geiermann. It also has a list of resources, legislative information and issues.

By using GAN, which functions as a data base, he says users can tell when they may have a chance to affect the legislative process.

EcoNet, an electronic network. allows researchers all over the world to gain access to the material

The Florida students must take the course, "Environmental Politics," if they are majoring in environmental studies, says Mr. Geier-

For more information, contact Joseph Geiermann, Global Action Network, Lincoln Filene Center, Tufts University, Medford, Mass. 02155; (617) 627-3423; GAN@IGC. -p.L.w.

Faculty members, clericalstaff members, students, and others who are concerned that ant professors of computer sci- extensive use of computers is

clinic opened by the State Uni- York 10010; (212) 420-4960. versity of New York's State College of Optometry.

The clinic includes a simulated workstation so its staff members Briefly Noted can observe lighting, furniture, and screen glare during each examination and make recommendations to causing. Complete examinations cost about \$100.

The college established the clinic

vision, and eye irritation all correlated with computer use. The study also found that the prevalence and severity of symptoms were more likely to be due to the amount of time spent working on a computer than to the type of task.

For more information, contact Harold Friedman, chief, Vision Therapy Unit, State University of New York, State College of Optometry, 100 East 24th Street, New

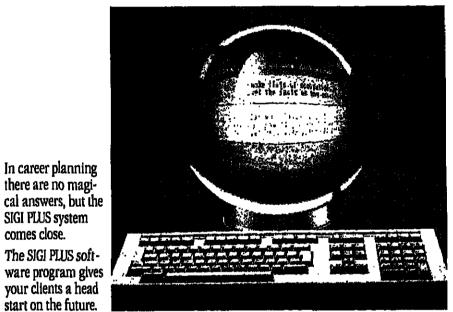
Higher Education Product Companion, a new quarterly magazine on commercial computer alleviate any problems they may be products that can be used in higher education, is available free from Syllabus Press, 1307 South Mary Avenue, Suite 218, Sunnyvale,

strain, blurred near vision, double house for computer instruction in chemistry, is offering fellowships to faculty members interested in developing computer-related educational materials. The deadline for summer fellowships is February 1. Contact John W. Moore, Department of Chemistry, University of Wisconsin, 1101 University Avenue, Madison, Wis. 53706; (608) 262-0381.

■ Rochester Institute of Technology's College of Applied Science and Technology is offering a new program in software engineering and development and telecommunications technology leading to a master-of-science degree.

■ The Maryland Higher Education Commission has given the University of Maryland's Baltimore County Campus permission to offer an interdisciplinary program in computer art, video, film, photography, and art theory and criticism leading to a master of fine

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Ways& Means

The National Humanities
Alliance has called on President
Bush to look for a diversity of
viewpoints in selecting members
of the National Council on the
Humanities, the advisory board
for the National Endowment for
the Humanities.

"Council members must bring not only the highest qualifications but also a broad range of perspectives, which is critical to the effectiveness of such a body," says a statement issued by the alliance. By the end of January, President Bush is expected to nominate nine people to the 25-member council to fill forthcoming vacancies.

Some scholars have charged the Bush Administration with seeking to appoint only conservatives to a council that at one time was known for non-partisanship. The controversy came to a head last year when a Senate committee rejected the nomination of Carol A. Iannone to the council.

John Hammer, director of the National Humanities Alliance, said his organization wanted to remind the NEH chairman and the President of the criteria for candidates before any specific candidates were chosen for the nine scats.

"We think it is easier to get the message across now, before the nine nominations have been made." he

A spokeswoman for the NEH said of the alliance's statement: "Our council members at this time have the highest qualifications and represent a broad range of views and perspectives. It is that way now and it will be that way in the future."

Peeved over the number of foreign-made cars he sees in parking lots at public colleges, a Florida lawmaker suggested that if layoffs are necessary in the State University System, employees with non-American cars should be let go first.

"They have put Americans out of work," Rep. Tom J. Tobiassen said at a recent legislative hearing on ways to cut the Florida state budget.

The legislator, sponsor for the past three years of a resolution declaring the week of July 4 "Buy American Week," said his suggestion was tongue-in-cheek—mostly.

"It's something to think about," said Mr. Tobiassen. If Americans aren't working, there will be "nobody left to pay taxes to support our education system."

Mr. Tobiassen said he realized college employees are not the only people who buy foreign cars, but he added: "You go to any university and I would say a majority of the faculty and administration drive foreign cars."

The idea was left as a jest, but not before one key administrator made it clear that his automotive preferences were decidedly domestic. "Thank God I have a Ford LTD," said Charles B. Reed, the chancellor of the university system.

Government & Politics

U.S. May Bar Solicitation of Gifts for Minority Scholarships

Final rules, expected from Education Department, may limit colleges' actions

By SCOTT JASCHIK

Regulations proposed by the Education Department may preclude colleges from soliciting gifts specifically to support minority students.

When Education Secretary Lamar Alexander proposed rules last month that generally would bar scholarships reserved for members of particular ethnic or racial groups, one of the exceptions he allowed was gifts to colleges specifically for minority scholarships. Many college officials who favor minority scholarships said at the time that they would deal with the regulations by soliciting money for minority scholarships.

But in a recent interview, two of the department officials who helped draft the regulations said that the final version, expected to be issued sometime after March, may not allow colleges to solicit such gifts.

Legal Questions Under Study

Jeffrey C. Martin, general counsel to the Education Department, said that when Mr. Alexander discussed the exemptions for gifts to colleges, a gift solicited by a college was "not what we had in mind." Mr. Martin said the exemption was viewed as applying to cases where "the donor has proposed the restriction."

Mr. Martin and Michael L. Williams, Assistant Secretary of Education for civil rights, said that they were unsure how the final regulations would treat gifts solicited by colleges, and that they were seeking opinions on the issue from college officials as well as studying the legal questions involved.

Some college officials said they would be angry if the department did try to prevent them from soliciting gifts for minority scholarships. "This would raise a very serious question about the independence of Continued on Page A36

Accrediting officials fear that a recent

move by the Middle States Association of

Colleges and Schools to back down from

its use of "diversity standards" has given

the Education Department too much pow-

At its annual meeting last month, Middle

States adopted a policy stating that its di-

versity standards would not be used as a

condition for accrediting institutions and

that colleges could define for themselves

how the standards would be applied. The

standards allowed accreditation teams to

evaluate colleges' records in recruiting and

retaining minority students, faculty mem-

Middle States made the standards op-

tional after months of wrangling with the

Education Department. Education Secre-

bers, and governing-board members.

er over accrediting associations.



Jeffrey Martin: Gifts solicited by colleges specifically for minority scholarships, as opposed to gifts restricted by donors, were "not what we had in mind."



Michael Williams: With the government already helping colleges comply with new regulations, "It is truly possible to protect the kind of assistance we want to offer."

U.S. Judge Orders Steps to End Segregation of Alabama State Colleges; Appeal Expected

A federal district judge has found Alabama's public higher-education system to be illegally segregated. He ordered many of the state's colleges to take specific steps to desegregate.

In an 876-page decision, Judge Harold Murphy found that the state had failed to eliminate the vestiges of segregation in financing formulas for historically black colleges and in the recruitment of black students and faculty members at some predominantly white institutions.

Reaction to the decision was mixed, and college officials predicted that it would be appealed. Any appeal might be subject to

tary Lamar Alexander has said that the

standards could lead colleges to use quotas

and could impinge on academic and reli-

The department's ability to force an ac-

crediting body to change its standards is

worrisome, say many accrediting officials.

because two other regional accrediting

bodies use diversity issues in accreditation

and a third one is expected to start doing so

crediting could be under way," said Ste-

phen S. Weiner, executive director of the

Accrediting Commission for Senior Col-

leges and Universities, an office of the

Western Association of Colleges and

Schools, "And it's very dangerous to ac-

Continued on Page A36

"The process of federalization of ac-

gious freedom.

later this month.

Middle States' Decision on Diversity Standards

Seen Enhancing Federal Role in Accreditation

new legal interpretations on desegregation issues because the U.S. Supreme Court is currently considering a Mississippi college-desegregation case. The Court's decision in that case may set new legal standards for determining when state higher-education systems are segregated and what obligations states have to desegregate.

1983 Suit by the Justice Department

The Alabama case dates to 1980, when a federal district judge in Washington ordered the Education Department to obtain a desegregation plan from Alabama. When the state did not file an acceptable plan, the department asked the Justice Department to take over the case.

In 1983 the Justice Department sued the state. That suit was joined with another suit by a group of black Alabama citizens who also charged that the state was operating an illegally segregated system.

In 1985, District Judge U. W. Clemon ruled that the state system was illegally segregated. But in 1987, the 11th Circuit Court of Appeals ordered a new trial, in part because Judge Clemon had been involved in setting higher-education policy in Alabama when he served as a state senator before being named to the federal court.

To avoid another conflict, Judge Murphy, who normally hears cases in Georgia, was assigned the case.

In his ruling, Judge Murphy ordered the following:

■ The state must change its financing formula for higher education so that more Continued on Page A35

A BLEAK OUTLOOK

HIGHER EDUCATION

and

THE STATES

By GOLDIE BLUMENSTYK and MARY CRYSTAL CAGE
S BAD AS THE FINANCIAL PICTURE HAS BEEN for
higher education in this academic year, 1992-93
could be even worse.

With many state legislatures beginning their 1992 legislative sessions this month, the recession and continuing budget crises in the states are expected to preoccupy lawmakers and overwhelm all the other issues affecting higher education.

A Chronicle survey of college officials and lawmakers in the 50 states found most predicting that their states' dismal financial condition would result in another year of hardship for public colleges, bringing still more layoffs, steep tuition increases, and limits on enrollment.

"If in fact we get no more money, we'll take no more students," says Barry Munitz, chancellor of the California State University System. He says his request for a 7-per-cent increase in 1992-93 is for a "survival budget."

The woes will also mean lean times for private colleges and students who depend on their states for financial support. Though college costs are rising, there will be few increases for student aid.

Other studies bear out the projections. According to the National Governors' Association and the National Association of State Budget Officers, state budgets "are as weak as they have ever been."

That grim assessment is reflected in a recent survey of legislative leaders on their top priorities for 1992. Conducted by the National Conference of State Legislatures, the survey found that lawmakers considered balancing their budgets to be their highest priority, and that many were prepared to include education, and "higher education in particular" in spending cuts.

The financial picture for states is more complicated today than it was in the early 1980's, experts say, because governments are confronting revenue shortfalls as a result of the recession while still trying to meet spiraling expenses for such programs as corrections and health care for the poor.

In that environment, it is difficult for higher education to compete, says Gary Cox, executive director of the Kentucky Council on Higher Education. "Do you put people out of nursing homes to pay for higher education?" he asks. "It's a terrible choice."

Julie K. Phelps, vice-president for business and finance at Delaware State College, says higher education's image is not always an advantage. "The public does not automatically see higher education as a public responsibility," she says. "It's seen as just another special-interest group."

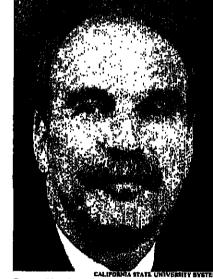
That image is likely to be reinforced by the ambitious—and, college officials acknowledge, often unrealistic—appropriations requests that many higher-education systems are submitting to their governors and legislatures. In 26 states, the requests call for increases above 10 per cent. Many are seeking increases above 20 per cent, in part to recoup money cut from their budgets in 1991.

In virtually all cases, college leaders say they do not expect to receive amounts even close to their requests. But many say they have a responsibility to show public officials what their financial needs are.

The squeeze is being felt even by states that have



Ann Daley, executive director of Washington State's coordinating board: "We were booming along there for a while, but it caught up with us."



Barry Munitz, chancellor of the California State University System: "If in fact we get no more money, we'll take no more students."



Gary Cox, executive director of Kentucky's council: "Do you put people out of nursing homes to pay for higher education? It's a terrible choice."

been relatively untouched by the recession or were not scheduled to discuss budget issues this year. In Washington State, Gov. Booth Gardner, a Democrat, is proposing large and unexpected tuition increases as part of his deficit-reduction plan. "We were booming along there for a while, but it caught up with us," says Ann Daley, executive director of the state's Higher Education Coordinating Board.

The outlook, however, is not altogether bleak. In several states, college and community leaders are working to promote higher education's cause. The Friends of the 14 Pennsylvania Universities, the Citizens Council for Michigan Public Universities, and a less-formal group of public-college alumni and supporters in Florida are just three of the groups that have been organizing recently to campaign for increased financing for higher education.

T LEAST NINE STATES may consider tax increases or tax-reform measures that could benefit higher education directly or indirectly this year. Those states are Alabama, Florida, Louisiana, Montana, Oregon, Rhode Island, Tennessee, Virginia, and Wyoming.

In Georgia, Gov. Zell Miller, a Democrat, has proposed increasing user fees to help finance construction of 15 major projects for the university system and to "scrape together enough money" for a 3-per-cent salary increase for faculty members.

"As Buildog fans," says Governor Miller, "we know that there's a time to hunker down and there's a time to call a daring play that heads you straight for the goal line. I hope you will agree that the time for hunkering down is over. I want to score."

Tennessee Gov. Ned Ray McWherter, a Democrat, will be championing a tax increase that could free up money for higher education. But in at least two other states—Connecticut and New Jersey—legislators are expected to battle their governors in an attempt to repeal taxes enacted in 1991 and 1990, respectively. The public anger unleashed by those tax increases is expected to make lawmakers in other states cautious about approving similar measures.

In many states, the budget problems have inspired governors and legislators to consider changes in the way public colleges are run. Arizona, Colorado, Connecticut, Idaho, Illinois, Minnesota, and Oregon are among those where new governance proposals will be on the table. Lawmakers in Missouri, North Carolina, and Utah also are expected to consider legislation to make public colleges more accountable for the way they educate students and spend public funds.

Tight money situations often prompt "hard looks at bureaucracies," says Ross A. Hodel, deputy director of the Illinois Board of Higher Education.

While proposals that cost money will be rare, a few other issues affecting higher education will surface in legislatures this year. In Indiana, some lawmakers want to cut or eliminate the subsidy for out-of-state students who attend public colleges. Louisiana and Kansas will consider proposals to improve postsecondary education in vocational-technical fields. And lawmakers in at least four states—Maryland, Mississippi, Michigan, and Tennessee—are likely to consider increased regulation of proprietary schools.

A summary of the outlook in each of the states begins on Page A26.

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The Outlook for Higher Education in the 50 State Legislatures This Year

ALABAMA

February 4-May 18

■ For the four-year colleges and universities, \$769.5-million, an 11.1-per-cent in-

For the two-year institutions, \$215.7-milllon, a 45.9-per-cent increase.

■ Prospects for colleges' winning a major increase will depend on whether lawmakers decide to increase taxes, which would be difficult in this generally conservative state. A recent survey found that a majority of voters said they would be willing to support tax increases for education, but support declined when specific tax proposals were presented.

■ The Legislature will consider a bill to make it a felony, punishable by up to 10 years in prison, to give cash or gifts to college athletes who receive scholarships. The legislation would also make it a felony for college athletes to receive such benefits if the benefits would violate the terms of their scholarships.

■ Private colleges are requesting more money for student aid.

ALASKA

January 13-mid-May

■ \$180.6-million, a 7.4-per-cent increase.

■ The University of Alaska wants to Increase the share of the overall state budget that goes to higher education from the current 7 per cent. College programs to serve the south-central part of the state, including Anchorage and the Kenal Peninsula, are expected to fare well in the budget process because enrollment is growing there.

 Although no specific legislation has been | introduced, lawmakers are expected to push the university to do more research on global-climate change and on techniques to improve efficiency in harvesting fish.

Lawmakers are also likely to increase pressure on the university system to improve educational opportunities for Native Alaskans. The legislative interest follows a controversy at the University of Alaska at Anchorage, where a faculty member accused her colleagues of coddling Native students with unearned high grades.

Private colleges are asking the legislature

to continue support for student aid. Alaska Pacific University is pushing the legislature for more money for a library operated jointly with the University of Alaska at Anchorage.

ARIZONA

January 13-late-April

■ For the universities, \$764.2-million, a 12.4-per-cent increase.

For the community colleges, \$108.7-mililon, a 27.5-per-cent increase.

■ Gov. Fife Symington's no-tax-increase stance will be a formidable obstacle for colleges hoping to win budget increases. There have been several studies and reports on the need to increase tax revenue, but neither the Legislature nor the voters seem ready to enact a new tax system.

Mr. Symington, a Republican, has proposed that the Board of Regents, which currently governs the three state universi-ties, be abolished and replaced with governing boards for the individual institutions. Board members oppose the move. but some legislators support the Governor's proposal. The measure's fate is un-

 Lawmakers are expected to debate tuition policy because the Board of Regents, under strong student pressure, has voted to freeze tuition even though the state budget situation may force cuts in college

■ 1992-93 will be the second year of a blennial budget, so there was no budget request for this session.

■ The Legislature's new Joint Interim Oversight Committee on Higher Education Reform is expected to discuss the number of students who require remedial courses when starting college and may recommend legislatively mandated minimum standards for admission to college.

The committee may propose further restrictions on the amount of state money that institutions may use to offset deficits n intercollegiate athletics programs.

January 6-September 13

■ For the University of California system, \$2.4-billion, a 9.8-per-cent increase.

For the California State University System,

\$1.77-billion, a 7-per-cent increase.

For the California Community Colleges, \$1.9-billion, a 14.7-per-cent increase.

■ With the state facing a huge budget defi-cit and a "no more taxes" piedge by many Republicans in the Legislature, full fi-nancing of higher education's budget re-quests is unlikely. Gov. Pete Wilson, a Republican, pushed through the biggest tax Increase in the state's history last year, but he will not be able to repeat that feet this year. Should more state money be available, legislators have said they would try to reduce tuition. Students in the community-college and state-university systems saw tuition climb by 20 per cent

last year. The University of California had

a 40-per-cent tuition increase.

■ The Legislature will consider a request by college officials to place a \$900-million bond measure on the 1992 ballot. The money would be used to finance renovation and construction at existing campuses and would be divided among the three higher-education systems.

California State University officials want more budgetary flexibility. They complain that too many of the system's expenditures must be approved by the state's De-partment of General Services or other agencies. Some legislators support the idea, but others are skeptical because of past scandals concerning the management of the system.

Hispanic legislators may re-introduce a bill to provide additional money for educating the state's 1.6 million new immigrants. Community colleges have complained about not having enough money to meet the need.

for the Cal Grant Program, which provides ald to state residents attending private

Private colleges are worried about gradual changes in state laws that could diminish their tax-exempt status, and they will try to prevent further changes.

Note: Above is the outlook for higher education in the 50 state legislatures this year. Appropriations requests show the amount sought by statewide coordinating boards or by individual colleges or higher-education systems, not by governors. Except where noted, all appropriations requests are for operating expenses for the 1992-93 fiscal and academic years. The percentage comparisons with the 1991-92 budgets reflect mid-year budget cuts and so refer to

Date of session and budget reques

Private-college Issues

COLORADO

January 8-May 6

Government & Politics

■ \$445,9-million, a 15.5-per-cent in-

■ The unusually high request includes nearly \$40-million for the costs of past and expected increases in public-college enrollment and enough money for colleges and universities to recoup the 3-per-cent cut in appropriations made in 1991-92. College officials do not expect to get the entire amount but were encouraged that Gov. Roy Romer, a Democrat, recommended a \$25-million increase.

Restructuring of public-college govern-ance will probably be an Issue this year, with some legislators interested in merging or abolishing some of the six governing boards and perhaps providing community colleges and state colleges with their own boards.

Legislators may vote to require public colleges to involve alumni, students, and local business leaders in developing assessment programs to measure what students are learning.

Financial management is expected to be a

major issue. Some lawmakers want legislation to crack down on what they see as extravagance in public higher education. ■ Private Institutions support a bill that would guarantee a state tax credit for donors of life-insurance policies to charitable organizations.

Private colleges want to change a law that requires college students to be immunized for the measles before they register. They want it to apply only to younger students who live on the campuses, excluding older, commuter students.

February 5-May 6

■ \$576.7-million, a 14.9-per-cent in-

cloudy. In 1991, at the insistence of Gov. Lowell P. Weicker, Jr., lawmakers rejuc-tantly adopted the state's first income tax. Many legislators want to repeal the tax. If they succeed, colleges could find themselves facing severe budget cuts. Even If the tax stays in place, major increases for colleges are unlikely. The request itself is primarily designed to maintain existing programs.

■ The state's financial future remains | ■ Governance will be an issue. A state com- | ■ Because of the state's budget crisis, the mission is looking at reorganizing state government and that could result in a renewed call to merge some of the 12 community and 5 technical colleges. A merger of the Board of Governors for Higher Education, the state coordinating board, with the Department of Education is also pos-

State higher-education officials may propose changes in the way financial aid is made available so that the state money would be distributed from a central agency to students, rather than through colleges. The change could also make it possible for Connecticut residents to use the aid at colleges outside the state.

private institutions are not making any legislative proposals. They hope to maintain current appropriations levels for ex-Isting financial-aid programs.

January 14—June 30

For the University of Delaware, \$71-milllon, a 3.6-per-cent increase.

■ For Delaware State College, \$22.4-milllon, a 10-per-cent increase.

Gov. Michael N. Castle, a Republican, has warned that money will be tight this year

For two-year technical and community colleges, \$35.7-million, a 6.6-per-cent in-

and has asked state agencies to prepare for budgets that would represent 96 per cent of the current year's appropriation.

FLORIDA

January 14—April 3

■ For the State University System, \$1.85billion, a 30.7-per-cent increase.

For community colleges, \$730.9-million, a 29.2-per-cent increase.

money to keep up with growing enrollment and to recoup funds they lost in December, when the Legislature revoked 3.5 per cent of their 1991-92 appropriation. Higher-education leaders have railled their alumni to campaign for more money and new taxes, so it is likely that lawmakers and Gov. Lawton Chiles, a Democrat, will agree to extend the state sales tax to some services and other items that are now exempt. But a looming state deficit could keep colleges from getting large

■ Public colleges are asking for a lot of | ■ Lawmakers will probably discuss a report | to be issued by the Legislature's Auditor General. That office has been studying the "accountability" standards the state universities propose to use in their public "report card" on the performance of higher education. Last year the university system won more autonomy over its budget in exchange for promising to report on the universities' performance.

Community colleges will ask the Legisla-ture to relieve them from having to include detailed background information on the many reports they are required to file on such things as their progress in recruiting minority students and faculty members.

 Since the Florida budget could face up to a \$2-billion shortfall, the top priority for the private colleges is to keep their student voucher system intact. The program provides non-need-based subsidies to residents who attend private colleges in

January 13—mid-March

\$1.1-billion, a 30-per-cent increase.

■ The full increase is not likely, but higher education is one of Gov. Zell Miller's top priorities and is assured of special attention during the legislative session. Mr. Miller, a Democrat, will ask legislators to increase state fees on such services as motor-vehicle registration to finance 3per-cent pay increases for faculty and staff members, as well as other state empioyees.

Higher-education officials are seeking | legislative approval for a state constitutional amendment that would allow the university system to use guaranteed revenue bonds to finance construction of revenue-generating facilities, such as dormi-

tories. Governor Miller has endorsed legislation to issue \$140-million in bonds to finance capital improvements for public colleges.

He also wants lawmakers to support the creation of new research programs, to be conducted by a consortium of public and private universities, in genetics, environmental technology, and telecommunicarestore money taken in past cuts to the Georgia Tultion Grant Program, a state subsidy for private-college students.



January 15-April

A supplemental request of \$21.7-million. a 6.1-per-cent increase over the 1992-93 budget approved by the Legislature in last

 Only a small increase is likely, as economle growth has slowed down. Gov. John Waihee, a Democrat, recommended less than a 1-per-cent increase for the university



■ The private colleges are looking to the

programs, which could face cuts.

legislature for protection for student-aid

The Outlook for Higher Education in 50 State Legislatures continued

DAHO

January 6-late-March

- For the four-year colleges and universities, \$145.2-million, a 6.4-per-cent in-
- For the two-year institutions, \$8.77-million, an 8.0-per-cent Increase.
- College officials abided by guidelines set by Gov. Cecil D. Andrus, a Democrat, who asked them to be especially frugal and to cut spending on such things as supplies, travel, and utilities by 3 per cent. At the request of legislators, they have also prepared a request for a larger increase. Idaho's economy is stable, so college officlais expect some increases this year, although probably not as much as they
- Governance may be an issue, as some lawmakers have proposed that the state create separate governing boards for higher education and public schools. Currently, one board oversees all education in the state. Lawmakers may also consider a plan to replace appointed board members with elected ones.
 - Governor Andrus has said he expects to focus the 1992 session on public schools. That could result in additional financing for colleges that specialize in teacher ed-

ILLINOIS

January 8-December

- For the Board of Governors of State Colleges and Universities' institutions, \$268.1-million, a 22.8-per-cent in-
- For the Board of Regents' institutions, \$284.3-million, a 17.1-per-cent in-■ For the Southern Illinois University sys-
- tem, \$284.5-million, a 20.5-per-cent in-For the University of Illinois, \$776.7-mil-
- lion, a 12.7-per-cent increase. For the community colleges, \$258.4-milllon, an 11.1-per-cent increase.

January 6--March 15

■ 1992-93 will be the second year of a blennial budget, so there was no budget re-

- Gov. Jim Edgar, a Republican, has already called the requests unrealistic, so most college officials would consider themselves lucky to get small increases, or even to avoid budget cuts. Any increases will probably be used for faculty salaries.
- Public-college governance will be a hot topic. The Speaker of the House, Michael Madigan, has created a committee to study the effectiveness of higher-education governing boards. The interest is prompted in part by the lobbying by some institutions, particularly Northern Illinois University, for their own governing boards.
- Lawmakers are expected to consider an early-retirement incentive for higher-education employees, who were excluded from a retirement program in 1991.
- Legislators concerned about the paucity of medical services in the rural, southern portion of the state may propose financial incentives to encourage the state's medical schools to establish outpatient clinics
- Gov. Evan Bayh, a Democrat, has proposed legislation to "guarantee" the training of graduates of college technical programs. Under the bill, graduates unable to do entry-level work would be retrained
- free of charge. ■ The Indiana Commission for Higher Education says it will urge legislators to eliminate the state subsidy that institutions receive for out-of-state students. Currently, institutions receive \$2,483 for each new student. The commission says payment is an incentive for institutions to enroll outof-state students. College officials argue that out-of-state students help increase their institutions' diversity.

- For the universities, \$502.3-million, a 9.6-per-cent increase.
- For the two-year technical and community colleges, \$125.6-million, a 20.7-per-
- Two factors will probably limit increases this year. Gov. Terry Branstad, a Republican, has projected shortfalls in state revenue and has asked state agencies to submit budgets that reflect a 5-per-cent decrease. in addition, a report by the Governor's committee on government efficiency will fuel calls for the reallocation of existing support, rather than substantial increases in state financing.
- double-digit tuition increases at the uni-
- The reluctance of the Board of Regents to cooperate with the Governor's efficiency committee has prompted recommendations that the budget for the board's staff be reduced or eliminated. The General Assembly probably will not approve such a drastic step, but the board will be under fire from many students and lawmakers.
- The General Assembly has vowed to block | The biggest issue facing private institutions is maintaining spending levels for student-ald programs.
 - The private colleges will also fight propos-als they fear will subject them to increased state regulation.

January 13-April 11

- For the four-year institutions, \$429.4-mil-
- llon, a 9.3-per-cent increase. For the community colleges \$52.5-mil-
- lion, a 20.3-per-cent increase.
- For Washburn University, a municipally operated, state-assisted institution, \$6.6million, a 10.7-per-cent increase.
- The budget is so tight this year that colleges aren't even asking lawmakers for money to complete the Margin of Excellence program. The program was to have provided an additional \$50-million to higher education between 1988 and 1991, but lawmakers gave it only \$28million. Gov. Joan Finney, a Democrat, has'warned college leaders to expect no
- A brouhaha over how much control the state Board of Regents should exercise over colleges and universities is likely to reverberate through the Legislature. The board will present a master plan for higher education to lawmakers, and some are wary over how much power the plan might give the regents.
- The issue of admissions standards at public colleges is expected to surface again. Higher-education officials want the right to impose standards at some institutions-in part to contain enrollment. But legislators have steadfastly resisted such
- Legislation that would allow the state's 14
 Area Vocational Schools to merge with community colleges is expected to be enacted. The schools are now supported and operated by local public schools.
- The top goal for private institutions is to maintain current appropriations for stu-

THE CHRONICLE OF HIGHER EDUCATION

Section 2



Opinion: Clarence Thomas and the uses of history **B2**



The Arts: The legend of King



End Paper: Illustrations by Winslow Homer **B92**

Poetry

Mélange **B**5

Letters to the Editor **B4-6**

Bulletin Board **B8-91**

By Phillip Blackhurst TREND has developed in the last 10 to 15 years of evaluating the creative performance of artist-educators on the basis of their commercial success. But institutions' increasing emphasis on such success exacts a damaging price, both for visual artists on faculties and for the students they teach. If colleges and universities want to encourage diverse, creative work, they must minimize the use of commercial standards in evaluating faculty members' artistic output. If commercial success is a major criterion for evaluating

artist-educators, their basic motivation for making art can easily become the financial rewards of the marketplace and the accompanying prestige and financial gain that come from the university. Nothing is wrong, of course, with money and success; but when they become artists' primary motivation, their work may suffer. Guided by the marketplacethat is, the public's tasterather than their personal visions, artists may cease to take the risks necessary for creative advances. And students, instead of developing their artistic skills, exploring their own visions, and challenging accepted conventions, may focus too heavily on learning strategies for commercial success.

Because colleges and universities often view themselves as competing for the best students, the most prestigious faculty members, and corporate and private donations, an institution's status is enhanced when its faculty members achieve public success. This is why one of the

most commonly accepted indicators of success for faculty artists now is defined as "solo shows in major galleries in major" cities," according to a questionnaire distributed by the College Art Association to studio faculty members in 1990. In other words, creative success is now defined as public, commercial success.

Traditionally, college art departments have protected artists from the potentially damaging pressures of the marketplace. While it is true that freedom from pressure can result in stagnation, it also allows artists to develop and pursue work that may

which depend on sales for their survival. Although work that is initially unmarketable sometimes finds its way into commercial galleries after it has received recognition elsewhere-for example, in juried competitions—such work often takes many years to become commercially salable, and a lot of excellent work never reaches the commercial market. Because of the emphasis colleges and universities place on commercial success, artists

January 8, 1992

hoping to teach or to continue teaching now seldom can afford the time necessary to develop work that might not become commercially successful. instead of nurturing the creation of innovative expression, our educational system is inadvertently encouraging expedient, risk-free, salable products.

ANY OTHER CRITERIA for evaluation exist besides success within the commercial-gallery system. Shows in museums, regional art centers, and college galleries, as well as acceptance of artists' work in regional and national juried competitions, often indicate artistic merit.

Unfortunately, however, even supposedly "non-commercial" museums usually show work that already has become established in com-

Colleges should not use commercial success worst, the work reinforces the jurors' commercial or professional self-interest. as the chief criterion

be aesthetically important but difficult or impossible to sell. Work that is controversial, unsettling, temporary, unfamiliar, large, or in some other way difficult to market is seldom exhibited in most galleries.

How to Evaluate

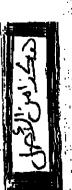
Faculty Artists

OPINION

mercial galleries. Few museum directors are willing to risk their jobs or reputations by stepping too far from the commercial mainstream. In addition, national and regional competitions often use jurors who are directors of museums or commercial galleries. At best, these jurors select work that represents attitudes and ideas already being shown in commercial galleries; a

If colleges and universities were to eliminate recognition by commercial galleries as a criterion for evaluation and came to view museum shows and juried competitions with skepticism, what methods remain for evaluating the work of faculty artists? Artists' peers working in and outside of academe can serve as more reliable evaluators of artistic merit than commer-

Continued on Page B3







By Estelle B. Freedman

HE MOST DISTURBING phrase to echo
in the Senate Caucus Room during
the hearings on Clarence Thomas's
nomination to the Supreme Court came not
from pornography but from history. When
Judge Thomas invoked the specter of
lynching to defend himself against Anita
Hill's charges of sexual harassment, he recalled an extremely dark side of our history—the public, extra-legal humiliation,
murder, and physical mutilation of Southern blacks, often in response to accusations of sexual assaults on white women.

Clearly, any ethical citizen (or astute politician) would want to repudiate this past. Judge Thomas's accusation of "high-tech lynching" thus effectively served to immobilize the liberal Democrats on the Senate Judiciary Committee.

As successful as he was at deflecting attention from the evidence of sexual harassment, his effort to manipulate the history of race and sexuality was, in fact, bad history—simplistic, inaccurate, and incomplete. Sadly, nobody on the committee exposed his flawed metaphor. At one point-oddly enough, during testimony from Judge Thomas's loyal female admirers-Sen. Joseph R. Biden weakly tried to elicit an admission that stereotypes also haunted Anita Hill. It is unfortunate that his inquiry remained unexplored, for the Thomas-Hill hearings did, in fact, draw on both race and gender stereotypes. The lynching metaphor was both powerful and apt, but not in the way that Mr. Thomas implied and that the Senate accepted.

Judge Thomas's charges that racial sterectypes and the legacy of lynching pervaded the sexual-harassment hearings contained some elements of truth. Black men have been especially vulnerable to false accusations of sexual assault. As Judge Thomas knew, and as historians such as Winthrop Jordan and W. J. Cash have argued, American racial stereotypes have traditionally projected animalistic sexual desires onto black men. Especially in the aftermath of slavery, Southern whites manipulated fears of black male sexual desire for white women to justify a system of racial subordination that included Jim Crow segregation. Between 1890 and 1920, an average of more than 100 lynchings annually helped enforce white supremacy in the

Moreover, as the journalist Ida B. Wells

watch and to hear the "obscene" enter legitimate political discourse.

As Sen. Orrin Hatch repeated, in a kind of incantation, every graphic sexual fantasy or phrase attributed to Clarence Thomas, Americans listened eagerly. Many condemned the travesty of this public sexual disclosure, but they listened intently, nonetheless. Like the folk pornography that surrounded lynching, the Thomas-Hill hearings momentarily suspended cultural taboos against sexually explicit language, but the condemnatory atmosphere of the hearings simultaneously reinforced those very taboos. Because Anita Hill testified,

The Manipulation of History at the Clarence Thomas Hearings

documented in her turn-of-the-century exposés, most lynchings did, in fact, target "uppity blacks." as Judge Thomas claimed. Trumped-up charges of sexual assault on white women justified vigilante action against blacks who posed an economic or political threat to white supremacy.

Another historical parallel, one not invoked by Mr. Thomas, struck me as I watched the American public transfixed by the televised hearings. This parallel stemmed from the fact that lynching provided the Southern populace with what the historian Jacquelyn Dowd Hall has labeled a form of "folk pornography." Just as crowds of Southern white men, women, and children once gathered to gawk at the black bodies dangling from trees and once spread lurid tales of unprintable sexual crimes, so the modern American public

she became associated with the dirty words spoken in public, at once engrossing yet censured.

ESPITE THESE PARALLELS to the Southern rape-lynching syndrome, the Thomas metaphor evoked an incomplete sense of history. Real lynchings served to enforce a racial hierarchy precisely because the alleged victim of assault was a white woman. To the best of my knowledge, no black man was ever lynched for assaulting a black woman, White men historically did not give a damn about the honor or purity of black women; nor, I would argue, given the outcome of the hearings, do those in the U.S. Senate today. This distinction in the race of the sexual victim raises a further problem with Judge Thomas's use of the lynching metaphor. Racial vulnerability is, in fact, mutual to black women and men. Although the majority of the victims of lynching were black men, some Southern black women were lynched, particularly if they reported being sexually assaulted by white men.

Two historical cases illustrate the implications of this distinction. In 1918, a white Mississippi dentist sexually assaulted two teen-age black girls, one of whom became pregnant. The brothers of these girls visited the dentist, who died several days later. In response, a white mob lynched not only the two black men but also the two black women who had been victims of rape. Similarly, in Oklahoma, whites lynched a

black woman because her brother had killed the white man who had raped her. Thus, if a black woman charged rape and named her assailant, she endangered the lives of black male kin who might seek revenge, and she herself became vulnerable to lynching.

Lynching, then, helped maintain both

racial and gender hierarchies in the South. Exaggerated fears of black lust for while women created a myth of white female vulnerability that helped enforce white women's dependence on white men. At the same time, the lynching of black womenby enforcing silence about their own rapes—helped reinforce a myth of the sexery, white owners had assumed sexual access to black women. After emancipation, that access continued through the stereotype that all black women were sexually promiscuous. As the historian Gerda Lerner has explained, "The myth of the black rapist of white women is the twin of the myth of the bad black woman." At the turn of the century, black women's clubs mobilized against lynching not only because they wanted to protect black men, but also because lynching terrorized black women OPINION

themselves and enforced their reputation for immorality.

Viewing the Senate's response to Anita Hill in light of these historical precedents suggests that the predominant stereotypes influencing the outcome of the hearings were the stereotypes involving black women. Gender-specific racial myths placed Professor Hill in the tradition of the promiscuous, lascivious black woman. Furthermore, despite Ms. Hill's professional status, historical stereotypes of black women, still familiar to most white Americans, portray black women as either domestic servants or as welfare mothers.

Each group has been highly mistrusted, easily suspected of either theft or fraud. Like other working women, domestic servants who accused their employers of making sexual advances knew they would be held responsible and lose their jobs. These stereotypes of sexually aggressive and dishonest black women may well have undermined the credibility of Anita Hill.

In addition, gender-specific, non-racial stereotypes pervaded the hearings, casting doubts on Anita Hill: Witness the speculation about Ms. Hill as a woman scorned or as someone who had fantasized her sexual desirability. Witness the concern about the false accusations that can end a man's entire career. Because acknowledging being raped has long entailed the loss of a woman's honor, the stereotype of being a false accuser has silenced women victims for centuries. Add to these stereotypes the alltoo-real, Anglo-American legal heritage that has denied justice to a rape victim who did not cry out at the time of her assault and the legal practice of discrediting the rape victim on the witness stand through attacks on her morality.

Given these stereotypes, just who was the "uppity black" being punished in the Senate hearings? By going public with her accusations, Anita Hill challenged the sexual status quo. As a result, it was Anita Hill who became vulnerable to the symbolic lynching of the sexual-assault victim who dares to speak out. Once she did speak out, the panoply of black female stereotypes came into play to discredit her testimony of her ordeal and to reinforce the existing race/gender hierarchy.

BRE THE DEMOCRATIC SENATORS SIMPLY ISPANDED inept in their inability to pick apart the lynching metaphor, thus allowing it to carry so much emotional and political weight in favor of Judge Thomas? I don't think so. Rather, I think they were incapable of rejecting Clarence Thomas because they could not recognize or destroy their own deeply held beliefs about race, gender, and sexuality. Protecting a black man came more naturally to them than protecting a black woman. However appalled they might have been by the history of lynching. when the Senators heard "black," they saw only "male" in the historical metaphor. Anita Hill is both black and female, and she suffered from the stereotypes associated with black women and with wom-

The white male Senate thus failed to grasp much more than the pervasiveness of sexual harassment; it also missed the historical pattern in which race and gender discrimination operate simultaneously for black women, making them vulnerable not only to sexual assault but also to disbelief and silencing. Anita Hill bore striking witness to this dual vulnerability. She paid the price of disbelief, but most important, she broke the silence.

Estelle B. Freedman is a professor of history at Stanford University.

It's Wrong to Evaluate Faculty Artists by Their Commercial Success

Continued From Page B1
cial-gallery owners, collectors, museum
directors, art critics, and art historians.

Artists more fully understand the process of making art and the aesthetic and philosophical gap that often exists between making art and marketing it. They are less likely to believe that work that sells is aesthetically superior to that which does not.

Traditionally, faculty artists have had primary responsibility for evaluating the creative work of their colleagues for hiring, tenure, and promotion. Although evaluations by artists and other qualified individuals outside of the department usually have been solicited and considered valuable, the most important and influential judgments have been those of art-department colleagues.

This system of peer evaluation has begun to break down, however, because tenured faculty artists are being excluded from or are choosing not to participate in decision making that affects their colleagues. Administrators are beginning to turn to outside "experts," who may or may not be artists, as the primary evaluators of faculty artists, partly—and ironically—because of faculty artists' own growing commercialism and consequent lack of interest in influencing decisions in their departments.

Tenured faculty members often realize that financial gain and prestige, both inside and outside their institutions, come almost exclusively from success in the commercial art world; too many of them devote the major portion of their non-teaching time to making art that brings rewards. They see departmental activities such as writing committee reports and attending meetings as a waste of time. They usually perform an adequate level of "service" before receiving tenure because they realize their jobs depend on it; but after receiving tenure, their commitment quickly fades.

An unfortunate result of tenured faculty members' lack of commitment to their departments and their colleagues is that decisions about policies, such as those relating to the evaluation of creative work, are left increasingly to individuals or groups, inside and outside the institution, who may be ignorant of the needs of artist educators or even hostile and unsympathetic. Thus tenured faculty members have fostered—by intent or indifference—unreasonable and unrealistic evaluation standards for hiring new faculty members and for granting tenure and promotion.

T IS TEMPTING to view the use of outside evaluators as being parallel to the use of "referees" in the sciences to determine the merit of scientific research submitted for publication. Art is not science, however; there is nothing comparable to the "scientific method" that can be used to evaluate art. Art is entwined with rapidly changing opinions and beliefs that reflect artists' regional, religious, ethnic, political, and aesthetic values.

The evaluation of artist-educators requires the involvement of tenured art-faculty members in all phases of the process. Faculty artists have a responsibility to remain actively involved in policy making in their departments and schools; their commercial interests should be secondary. Although the use of outside evaluators should be an option for faculty artists who believe that it will help insure impartial treatment, it should not become a mandatory part of the evaluation process.

The most common reason that artists en-



ter the teaching profession is their need for a job that provides a reliable income. Many become good teachers and continue to develop and grow as artists. But attempting to become an artist-teacher within our present system may require young artists to sacrifice too much. The growing pressure for faculty members to have produced commercially successful art before being hired, promoted, or granted tenure threatens to exclude, drive out, or coerce into artistic submission too many inventive and interesting artists.

OLLEGE ART DEPARTMENTS, despite the often-heard rhetoric extolling the virtues of diversity and creative risk, are rapidly becoming the farm teams for the commercial-gallery system. The forces that have made college athletic teams the minor leagues for the pros have created a model that many art departments and schools are emulating.

If this situation does not change soon, and if highly motivated and talented young artists are denied faculty jobs or fail to win tenure, we face this irony: Some of the more resolute may find greater freedom for creativity outside the "protective" walls of an education system now dominated by the most commercial aspects of the art world

Phillip Blackhurst is associate professor of art at the University of Kansas.

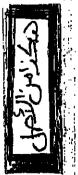
Scott Wonders if His Daughter Will Understand Tragedy if He Kills Rock and Roll

"Indignation is the soul's defense against the wound of doubt"—Allan Bloom

Two bottles of wine to reach this conclusion: now that he's sixty, one thing he regrets is never buying an M16 while they were legal and going into the record department at Woolworth's or K-Mart or maybe even a whole store devoted to those insidious rhythms. He imagines firing a couple of rounds into the stacked LPs, sending black shards everywhere. "My daughter," he says, "I can't count the nights I heard her screeching along with those idiot refrains . . . Inna Gadda Da Vida . . , Inna-Gadda-Da-Vida baby . . . It was like an exorcism going on up there." That's why her life is a shambles, he explains, her never passing so much as English 101at community college, for God's sake. He teaches at the university, for thirty years a course on Tragedy. He's read Oedipus Rex every semester all these years and at the end of each he's still breaking down in tears, unable to define the nature of human suffering. And the students, bobbing their heads in sympathy . . . they're complete strangers, while his own daughter is off somewhere drawing her astrological chart, her Scorpio always rising. And tonight he realizes that if he'd had the courage, he might have saved her. Verdi, Bizet . . . they'd probably fall by the wayside too, his submachine gun unable to spare his beloved operas. And suddenly that makes him sad, to think of the gypsy Carmen lying dead in the shop aisles, the final chorus of "Love is a rebellious bird . . . " welling up like blood while Don José cries:

Arrest me . . . I killed her . . . Carmen! My adored Carmen!

LUCIA MARIA PERILLO Assistant Professor of Creative Writing Southern Illinois University at Carbondale



Revisionism and the Awful Reality of the Holocaust

TO THE EDITOR:

With regard to your article, "How Should Scholars Respond to Assertions That the Holocaust Never Happened?" (December 11), your readers should have the opportunity to see the full text of the resolution adopted by the Council of the American Historical Association:

"As we approach the fiftieth anniversary of the downfall of the Nazi regime in 1995, the American Historical Association calls attention to in its statement on the Holocaust. the need to initiate plans now to en- Yet though it is difficult to undercourage study of the significance of stand AHA's apparent failure to take a the Holocaust. To that end, the association will make available the names of experts on the history of the event." Far from refusing to speak out, the council specifically refers to ad, there is no debate among historithe reality of that terrible event, calls ans about the actuality of the Holoattention to the need to take timely association at the disposal of citizens who want to learn more about it from trained historians. There is not a single member of the profession who denies the awful reality of the Holocaust, and anyone who does deny it puts both his sanity and his motiva-

WILLIAM E. LEUCHTENBURG TO THE EDITOR: sident of the American Historical Association Professor of History University of North Carolina at Chapel Hill Chapel Hill, N.C.

TO THE EDITOR: The ultimate sin against the Jewish people is presented by the Holocaust revisionists, who would create a climate of "questioning" as to whether or not the Holocaust ever happened. There should not be any discussion. There should not be any forum. There should not be any debate. This is not a case of academic freedom and certainly is not a case of Free Speech. Your article on November 27 concerning the placement of a revisionist ad in college newspapers ("Newspaper Ad Claiming Holocaust Never Occurred Provokes an Emotional Debate on Several Campuses") and your most recent report in your December 11 issue have created a focus on a question that should the words "Congress shall make no cise their responsibilities as historinever have been asked. For those law "It is not an affirmative ans. History as a profession and a Jews and non-Jews who have visited grant but rather a prohibition against craft ultimately stands or falls on the

THE CHRONICLE OF RIGHER EDUCATION

no questions, only tears.

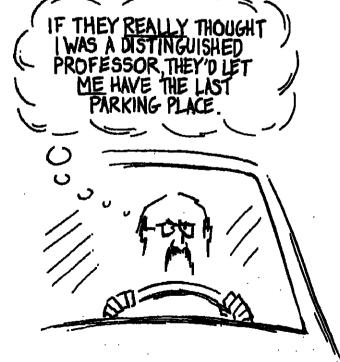
Communication
Corry College
Millon, Mass.

As a member of the American Historical Association I was disturbed to read that AHA "declined to affirm explicitly that the Holocaust occurred" stand, it could well be that the organization regards such an affirmation unnecessary. As the Duke University History Department declared in its standing of the issue. A superficial caust. The evidence cannot be deaction, and puts the resources of the nied by any reasonable person. To of one's opinion about campus affirm that it occurred might suggest that its existence is a matter of schol-

arly debate. ROBERT ENTENMANN
Associate Professor and Chair
of the Department of History
St. Olaf College

The willingness of the Organization of American Historians to publish in its newsletter a call for papers by the Institute for Historical Review is, at the very least, disappointing. Arnita Jones, executive secretary of the OAH, obligingly highlighted her own executive board's fear of making a decision by declaring that the IHR has "nothing to do with scholarship." An organization that so readily surrenders its professional and ethical responsibilities and that so fundamentally misunderstands the First Amendment earns no respect

nor can it maintain credibility. The OAH Executive Board appears to be under the astonishing misapprehension that the IHR's right to free speech-which I do not questionimposes on the OAH an obligation to not history." Although I agree that provide a forum for that speech. The neither the AHA nor the OAH should First Amendment says nothing of the "certify" history, Leuchtenburg igsort. It protects speech against gov- nores the issue. These organizations ernment abridgment and begins with cannot and must not refuse to exer-



Vivian S. Hixson

Yad V'shem in Jerusalem, there are government action. The notion that the amendment implicitly enjoins ALAN H. FRANK any one or any group to provide a forum for others is anathema.

Mary Frances Berry, a former president of the OAH, professor of history at the University of Pennsylvania, and also a member of the OAH Executive Board, asserts that because the OAH has no policy about excluding advertisements, the organization must accept everything it receives. The abdication of professional responsibility evinced by such a statement is astonishing. Ms. Berry's analogizing the issue to campus codes outlawing "hate speech" demonstrates her fundamental misundersimilarity hardly makes for a useful analogy: A college campus is not a codes, the two forums are in no way

Freedom of speech is just thatthe right to be free from government interference. Individuals remain free to discriminate because that, too, is an exercise of free speech. We are free to decide with whom we will associate and what we will do in private partnerships or associations. The idea that because the IHR's speech is protected from government abridgment, the IHR is therefore entitled to use whatever forum it wishes is simply not true.

As much as their misinterpretation of the First Amendment surprises me, I am alarmed by the refusal of the OAH Executive Board to enforce the principled behavior that I had expected and believed the OAH-us a professional organization-repre-

William Leuchtenburg, president of the American Historical Association, is quoted in Ms. Winkler's article as believing that "a professional association ought not to get into the business of certifying what is and is integrity and judgment of its members and their practices. Bias, preiudement, and influence may be, at some basic level, inevitable. That is why the profession is properly so sensitive to charges involving those

I cannot understand the OAH's decision to publish IHR's call for papers without examining whether its practices conform to the standards of ethics, integrity, and responsibility expected of the profession as a whole. Of course, for all that appeared in the newsletter, that may have occurred. few days later when an MLA newslet-The board's refusal to offer even a ter appeared providing members brief explanation of its actions is re- with further breakdowns of the sur-

That failure is even more noteworthy in light of the OAH's past experience with the IHR. In the mid-1980's, the OAH sold its mailing list to the IHR. One would have thought that the volume of mail and outcry within the membership generated by that action ought, at the very least, to have prompted the board to explain its action this time,

If the 1HR call for papers is published, there is no possible principled stand the OAH can make in refusing a request from any group whatsoever. PROFESSOR

OPINION



STUMPED BY THE SHILLELAGH VARIETY

A professional organization that stretches the First Amendment beyond recognition to preserve non-existent rights and refuses to enforce professional and ethical standards is not worthy of support.

Politicization

in literature courses

Language Association Is Misleading

the Public" (Opinion, November 27).

conveyed to the public that the teach-

ing of literature has not been politi-

cally radicalized so much as tradi-

(l.e., the politicization of literature).

My contention was substantiated a

lin will ever concede in public.

OF HIGHER EDUCATION

DAVID GORDON Chicupo TIAA-CREF clarifies policy on South Africa

> TO THE EDITOR: In recent articles about South #

ca C'HAA and CREF Relax Standa South Africa." December 11; # In her letter ("The MIA's Survey "A Few Universities Quietly & viewing Divestment Policies," A of English-Literature Courses," Letters to the Editor, December 18) the cember 18), The Chronicle has no Executive Director of the Modern terpreted the Teachers Insuran Language Association, Phyllis and Annuity Association's and b Franklin, has avoided the main con- College Retirement Equities For tention of my critique, "The Modern new position by stating that oarks ces have voted to "stop sharehold" from tiling resolutions" urging 1/3 corporate withdrawal from Sould rica. Such a position would be p

resorted to by the left professoria

whenever it comes under chicia.

sumptious and beyond our count In fact, our trustees voted wh pose a moratorium on shankit resolutions that TIAA-CREF listly been filing with portfolio compand calling for their withdrawal. This tion represents no diminibile TIAA-CREF's long-held opposited upartheid. Rather, it acknowled that some positive changes are this place in South Africa but warming By selectively releasing only part of human-rights gains for the mid its survey results, I charged, the MI.A

population must continue. In the meantime, TIAA-CRES U.S. corporations to take a card approach toward any economic tionalists in "the debates about the with South Africa, and it resent college curriculum" have claimed. In right to reinstate shareholder contrast, I asserted, in newsletter tions if a lack of progress in over communications to its members the ing apartheid warrants such and Robert Rus

Concerns mel in bill ences of younger professors. As I on overseas study had surmised when noting the glaring omission of these breakdowns, they

revealed far more politicization of lit-TO THE EDITOR: Regarding the article "Coop erature teaching than Phyllis Frank-Approves Program to Support seas Study" (December 4), [280] My observations, though, according to clarify my comment ing to Professors Bérubé and Dasenbrock, are "incoherent," "weari-

had seen the final version of some diatribe," displaying "intellectual incompetence." "shameful and tional Security Education irrelevant" and "paranoid funtasy." 1991. The inclusion in Section I thank them for adding to the record subsection (f), Limitation of of vituperation and personal insult

sensitive issues which were our con-

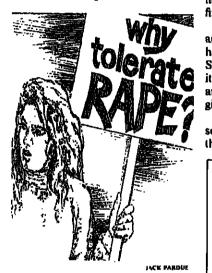
This modification makes it clear that no person who receives a scholarship or a fellowship under this program shall be used to carry out any activity on the part of any element of the U.S. government involved in intelligence activities. In addition, it makes it clear to foreign governments and organizations which host U.S. citizens receiving assistance under this program that the individual recipients may not be used for any activity on behalf of any intelligence agency of the U.S. govern- stark, sometimes subtle, between ment during the period that assistance is provided.

OPINION

We applaud the committees' conferees for responding to our concern for the students who will benefit by this act and congratulate Sen. David L. Boren for taking the lead in creating this international-education trust fund, the largest new higher-education initiative of its kind since JACK EGLE TO THE EDITOR:

JACK EGLE
President and Executive Director
Council on International
Educational Exchange
New York City

Finding the truth about date rape



TO THE EDITOR:

While I agree with Andrea Lauer that "education clearly is the most effective solution" to the problem of acquaintance rape. I must take issue with the case that she constructs ("Coping With the Growing Problem of Rape on Campuses," Opinion, November 20). As almost anyone who's seen Kurosawa's "Rashomon" will acknowledge, the "truth" of any incident depends to a great extent on the perspective of its narra-

In short, Lauer accepted unhesitatingly that one of her male 'friends" had committed date rape, solely on the basis of a female acquaintance's allegations. The process by which Lauer reached her opinion—made her judgment—thus denied to the alleged perpetrator the right to tell his side of the story, to render his perception of what oc-

Make no mistake: It's quite possible that Lauer's female acquaintance friend's account of what happened, however, don't we at least have to consider the possibility that the alleged victim's story isn't the whole

As Lauer points out, "The change was not in him, but in my perception of him." But if we take her account at face value, her perception of him seems to have changed merely as the result of unsubstantiated allegations and a heightened sensitivity to the ssue. Her inability or unwillingness

Program Participants, addresses the to confront him about those allegations suggests that she may suspect that what happened wasn't quite as simple as her female acquaintance made it out to be.

Lauer might begin by considering the fine line between seduction and rape. Human sexuality is never as simple as any of the dogmatists would have it; the solution to the problem of date rape, in my opinion. is not to retreat into comfortable stereotypes of victims-or of date rapists. . . . We need instead to sensitize young people-both men and women-to the differences, sometimes sex as an expression of intimacy (love) and an expression of power CHARLES BRYAN

Magna Publications Inc. Madison, Wis.

Military scholarships flourish in Georgia

Euch year, 30 young Georgians are

The article on the establishment in Oregon of a National Guard officertraining program ("Oregon National Guard Works With 2 Colleges to Provide Officer Training," November 27) was of great interest to those of us aid officials; geographic distribution; involved in ROTC, but the program is and diversity among the award winnot, as was stated in the article, the first at any college or university. maintain high scholastic and citizen-

Since 1981, North Georgia College and the state legislature of Georgia ship standards, and serve as enlisted have sponsored the Georgia Military Scholarship program, which has as units. Upon graduation and commisits primary function the education sioning, the new second lieutenant is and training of officers for the Georgia Army National Guard. an Army National Guard officer, un-

less released from the obligation by selected on a competitive basis for the National Guard to serve in the scholarship. . . . The program

has been expanded twice since its in-The scholarship pays tuition, room, board, and fees; other neces-Selection criteria involve academsary costs of attendance such as ic performance; recommendations; books and ROTC uniforms; and Napersonal interviews before college, tional Guard pay. The combined val-National Guard, and state financialue of the scholarship over four years

The public image members of state National Guard of higher education obligated to four years of service as

can exceed \$30,000. . . .

TO THE EDITOR:

Robert L. Jacobson's article "Academic Leaders Predict Major Changes for Higher Education in Recession's Wake" (November 20) ar-

Another administrative attempt to curb the uthletic budget

gues that weakened public image is one factor preventing colleges and universities from protecting their budgets. Jacobson is not alone in stressing the public-image problem of higher education. The American Association for Higher Education chose "Reclaiming the Public Trust" as its theme for an upcoming conven-

However, evidence was not presented for the position that higher education suffers from weakened public image or that public trust was lost. Some indirect evidence comes from a recent survey that found 73 per cent of the public thought it was very important to get a college degree, an alltime record ("More Americans Say

Continued on Following Page

MÉLANGE

While in school, recipients must

A Fluid, Uncertain, Metamorphic' View of the World; the Barriers to Enjoying Rap Music; Political Precepts Tied to Personal Identity

"O UR LIVES teach us who we are."
I have learned the hard way that when you permit anyone else's description of reality to supplant your own—and such descriptions have been raining down on me. from security advisers, governments, journalists, Archbishops, friends, enemies, mullahs-then you might as well be dead. Obviously, a rigid, blinkered, absolutist world view is the easiest to keep hold of. whereas the fluid, uncertain, metamorphic picture I've always carried about is rather more vulnerable. Yet I must cling with all my might to my own soul; must hold on to its mischievous, iconoclastic, out-of-step clown instincts, no matter how great the storm. And if that plunges me into contradiction and paradox, so be it; I've lived in that messy ocean all my life. I've fished in it for my art. This turbulent sea was the sea outside my bedroom window in Bombay. It

carry within me wherever I go. "Free speech is a non-starter," says one of my Islamic extremist opponents. No. sir. it is not. Free speech is the whole thing, the whole ball game. Free speech is life itself. -Salman Rushdie, writer, at Columbia University's

is the sea by which I was born, and which I

THERE ARE TWO BARRIERS & MIDDLE aged person has to get over to enjoy rap music. It's dumb, and it sounds ugly. I absolutely concede the subjective power of the

Graduate School of Journalism

two barriers. To an intelligent forty-yearold, rap initially is dumb and does sound ugly. On the other side of the barriers, I make some large claims for rap:

 While most First-World poetry has retreated to the academy, rap is a grassroots poetic movement, massively popular, with sporadic moments of the best popular poet-

2. Rap is the first truly postmodern popular art, integrating new technology with neo-primitive content.

3. Beyond even previous pop musics, rap brings teen-age male folk culture-especially African-American sources—out for public examination. It's hard for a middle-aged person to hear what teens are saying, and hard for a member of the majority culture to hear minority views, especially on the emotional channel. Rap is a great opportunity.

7. Rap is multicultural and politically incorrect at the same time, thus generating political controversies that get us out of the intellectual doldrums. —Mark Zanger,

writer, in the December 1991 issue of Boston Review

WHAT HAS EVOLVED TODAY ON OUR campuses is a set of political precepts that have become tied inextricably to personal identity. They do not function as arguments; they are instead affirmations of char-

Embracing guilt, whether for environ-The second of the second of the second

mental damage or the historical denial of minority rights, seems suspiciously similar to the doctrine of "original sin." Perhaps this religious allusion is not unfounded. The rise of secularism in modern society has left a major vacuum in the lives of many. Could it be that political positions provide a moral affirmation that religion no longer can? In the Calvinist tradition, worldly success was an indicator of personal salvation. "Political correctness" seems for many to be the modern equivalent of such validation-if not for the next life, at least of one's virtue and character in this one. . . .

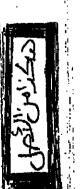
All of this may help to explain the stilted character of many arguments I hear in the classroom today.

These arguments are not intended to convince; they are offered as expressions of solidarity with the previously converted. In fact, the political positions of many of today's students seem to be nestled safely beyond argument, in the inner reaches of identity and self-image.

While this may be a comforting psychological response to an age of complexity and ambiguity, it is a disastrous style of discourse for the world of education. Whatever our moral uncertainties, colleges and universities simply cannot function as surrogate religious institutions. Their purpose is to relentlessly challenge beliefs, not to confirm the correctness of personal values or character. —Paul Schulman, professor

of government at Mills College, In the current issue of Liberal Education

U. D. P. S. S. W. L. C. Barrier, D. Land



Letters to the Editor

Continued From Preceding Page Degrees Offer Key to a Better Life." October 16). More people view higher education as a necessity. continuing a pattern found for

With 73 per cent of the population public image and public trust of high-Jacobson article suggests.

> MARK FENSTER
> Assistant Adjunct Professor
> of Urban Planning University of Wisconsin-Milwa

TO THE EDITOR:

Here is another "irate" letter from un incensed professor whose area of Also, increase class sizes to room ca- censorship, not sexual harassment, expertise has been trud upon by one of your Page 1, Crisis-of-the-Month

On Page A36, there are two paragraphs attributed to Robin Jenkins of one ever repeats a course, and facilithe National Association of College ty use is maximized. Then insist that and University Business Officers. She claims that campus administrators have been led (by whom? her- first year and do not allow them to self, for example?) to a "growing ac- change majors. This will eliminate TO THE EDITOR: ceptance of corporate techniques lots of "frivolous" course taking. like . . . 'total quality management' to increase the efficiency and productivity of employees."

I sincerely hope that Ms. Jenkins knows better and that the author of it is a good idea. To adapt the meththe piece simply didn't understand what TOM is. TOM is a business philosophy, a way of running an operation that is adopted because it is a good idea, not to increase productivity. It is true that most firms that adopt TOM experience a small gain in productivity; that is a by-product and not the motivation.

In my own study, teaching, and consulting work in the quality arena, whenever productivity gains are the driving force, TOM is a flat failure! When the TOM philosophy is adopted by a firm, small increases in productivity are the natural outcome of having focused on their customers, having paid attention to detail in the work place, and educating and "empowering" their workers. The major increases come in market share and innovative product lines. . . .

A definition of academic productivity that Ms. Jenkins may have in mind could be something like degrees awarded per dollar spent on faculty. To be sure, if courses were taught and learned better, some productivi- nude on the wall behind them" (as tions for women and greater penance

repeating courses; thus some sec- dumb things about it, she (or he) can tions of some courses would be un- have it moved without lodging a comnecessary. But then, in theory, the plaint with a committee. word would spread in the high. Third, the same principle, if apviewing colleges and universities as a schools that "this place is a good plied widely enough, would result in stepping stone for a good job, the place to attend college," and more wholesale censorship of nudity and er education may be higher than the need for more (excellent) faculty, not classroom. Read further from the for-

> tire article is that student fees and chilly classroom environment which state appropriations do not cover makes female teachers and students costs. Where, then, is the gain for the embarrassed and uncomfortable and ductivity increases are the driving subject matter." force, I suggest elimination of all D Moving (rather than removing) the and F grades by administrative flat. picture does not obscure the fact that pacity where possible (e.g., in fresh- is the real issue. man math, English, speech, physical education courses, etc.). Bingo! All students graduate in four years, no students declare a major when they start classes on the first day of their for gender relations and more sections of more courses can be eliminated.

Quality-quality in educationshould be embraced simply because ods of TOM to education in order to increase "efficiency" will almost always result in degradation of quality.

ROBERT LACHER Professor of Mathematics and Statistics South Dakota State University Brookings, S.D.

Moving the Goya unde is censorship

Your story on the Goya nude ("Challenges to artworks raise questions of censorship," November 27) omits some significant points.

In the first place, the faculty mem-

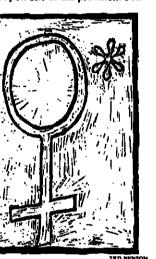
ber's complaint was sexual harassment. The wording of the formal complaint, via the Liaison Commit-

ty guins would follow. For instance, political act by the way it was filed. there would almost certainly be few- Certainly, if someone wants a picture er D and I grades and fewer students moved because students are saying

ARCHIE LOSS

Sharing responsibility

Carol Berkin's "Point of View"



tradictions of our era. Feminist social tee of the Women's Commission at scientists have taught us that women the Penn State campus in question, have been-and are currentlymakes it clear that student comments much more powerful than the mainwere not the central issue: "Female stream interpretation of history sugfaculty find it difficult to appear gests, that our culture is built on a professional when forced to lecture foundation of gender contracts which to a class with a picture of a female we now see changing (via greater op-



". . . And this is the look he gets when he shifts gears from teaching sophomores to teaching graduate students."

quoted in the AP story on this hap-

students would enroll, producing a other sexually related material in the mal complaint (again via the AP): And the essential point of the en- "Sexually graphic images create a financially strapped college? If pro- diverts student attention from the

digning history with reality should

involve men and women acting to

create greater understanding of both

genders. Can we do so without blame

The claims of David R. Shumway

regarding the interpretation of the

music and lyrics of rock-and-roll

compositions and what comprises

the primary elements of rock-and-

roll ("Not simply music, rock-and-

roll is seen as a 'cultural practice,' "

Research Notes, December 11) do

not account for the distinct differences among various compositions.

It is unfair to make broad categoriza-

tions of how all individuals interpret

land" by Bruce Springsteen, "The

Pretender" by Jackson Browne, or

"Small Town" by John Mellencamp,

I have vivid imagery and emotions

that the lyrics create within me. Like-

wise, when I read poetry such as

"The Gift Outright" by Robert

Frost, "The Raven" by Edgar Allan

Poe, or "Paul Revere's Ride" by

Henry Wadsworth Longfellow, vivid

imagery and emotions are stirred

Rock-and-roll is certainly en-

hanced by concerts, dances, and fes-

within me.

or respond to a composition.

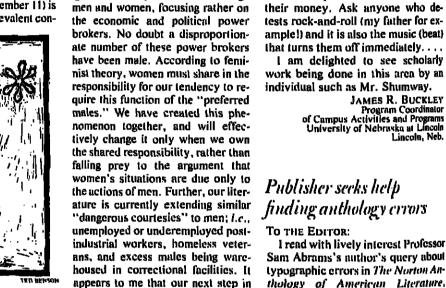
and shame?

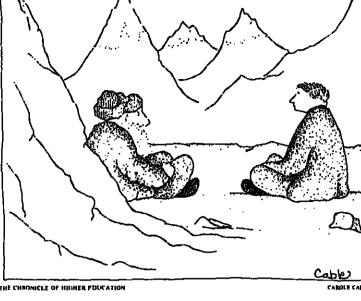
The essence

of rock 'n' roll

TO THE EDITOR:

(" 'Dangerous Courtesies' Assault Women's History," December 11) is based upon one of the prevalent con-





"Are we talking basic citation, abstract, or full text?"

for men). Yet, she insists that historitivals as demonstrated by the deans' current maltreatment of women mand of society for various rockis based upon "masculine para- and-roll entertainment. To state that digms," a theory which places wom- the music and lyrics are not the prien back into the role of passive vic- mary elements of rock-and-roll is an error. Ask any fan of rock-and-roll Our "histories" have chronically and it is the music (beat) of rock-andignored the experiences of average roll that captures their interest and

the economic and political power tests rock-and-roll (my father for exbrokers. No doubt a disproportion- ample!) and it is also the music (beat) ate number of these power brokers that turns them off immediately. . . . have been male. According to femi-I am delighted to see scholarly nist theory, women must share in the work being done in this area by an individual such as Mr. Shumway. responsibility for our tendency to require this function of the "preferred JAMES R. BUCKLEY Program Coordinator of Campus Activities and Programs University of Nebruska at Lincoln Lincoln, Neb. males." We have created this phenomenon together, and will effectively change it only when we own the shared responsibility, rather than

Publisher seeks help finding anthology errors

TO THE EDITOR:

I read with lively interest Professor Sam Abrams's author's query about typographic errors in The Norton Anthology of American Literature. Third Edition ("Author's query: Norton anthology typos," Letters to the Editor, December 11). With each new printing we correct the errors JAMES A. KRUSE

Rokersfield, Cal. brought to our attention by instructors teaching with the anthologies; inevitably, teachers and students find mistakes that slipped past several pairs of eyes proofing in-house. Now, with the sixth printing near a hand, Professor Abrams's research gives me the chance to flush out those remaining. I would welcome copies of responses to Professor Abrams's query. I am hopeful that the sixth printing will make his list of errors entirely historical.

JULIA A. REIDHEAD W. W. Norion & Company New York City

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

THE ARTS

Students Mount Exhibit in Japan; the Architect as Furniture Maker

By Zoë Ingalis

THEN KERRIE L. BELLISARIO, a senior at the Maryland Institute College of Art, met Japanese art students on a trip to Japan last year, language was a barrier at first. But the students developed a way to communicate by drawing "little pictographs" on napkins in the bars where they'd meet.

The drawing on napkins could be a metaphor for what brought Ms. Bellisario to Japan in the first place-using art to break down cultural barriers. She and three of her classmates at the Maryland Institute spent over a year organizing and raising money for an exhibition of art by students from seven countries that will open in Hiroshima, Japan, next week.

The exhibition is entitled "The Bridge," because Ms. Bellasario and the other organizers were interested, in her words, in bridging "the gap of international understanding." Ms. Bellasario is the spokeswoman for the group, which also includes Kurt Brugel and Jose Cabrera, both seniors, and Masayuki Fujino, who graduated in June and is leading the group's efforts from his home in Japan.

The four became friends while working on a Japanese sculpture project at the institute last fall. They traveled to Japan last January and again in August to raise money for the exhibition.

Eventually, the students succeeded in attracting three Japanese corporate sponsors who have contributed a total of about \$50,000 toward the project. They hope to raise an additional \$10,000 from American sponsors.

In addition to mounting the exhibition, the money raised will pay for 11 student artists to attend the show's opening and to participate in a 10-day forum that will include workshops, a lecture, and the creation of a collaborative mural at the exhibition site-the lobby of the Chuoko Power Company, one of the sponsors. The exhibition itself comprises 61 works selected by a jury from 584 works submit-

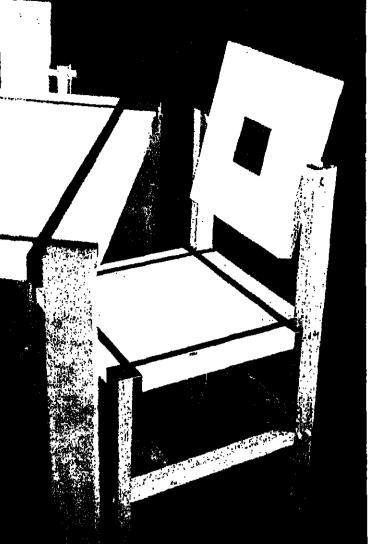
The idea of "The Bridge" has been embraced by the city of Hiroshima, whose mayor now sits on the board of directors of the project. "The atmosphere and environment in the city were really right," says Ms. Bellisario. "They were looking for a gimmick to put more emphasis on youth and promise for the future—things that emphasized peace more than devastation. And they were inspired, maybe, by the fact that we were students, and we wanted to do this, and we didn't give up."

AMES C. POSTELL, an architect turned furniture maker, is fascinated by proportional systems. Many are esoteric-the ad quadratum system, for example, and another system based on the Fibonacci number series-and too complicated to explain in a short space, though he delights in doing so in an interview over the telephone.

In his furniture, examples of which are now on display at the University of Cincinnati, proportion often becomes "a theme or guiding rule to how I make a joint or the whole." The result is harmonious—and sometimes quirky.

A maple dining table with four chairs is a good example. Small, square ebony inlays in the chair backs are made directly proportional to the larger squares of the maple backs. Viewed in cross-section on his plan, the four legs of the table-made of cherry-appear as squares or rectangles of slightly different sizes that relate proportionally to one another, to the chairs, and to the table as a

Mr. Posteil, an architect and an assistant professor of interior design at Cincinnati, is quick to point out that exploring proportion is only a means to an end. His primary consideration is what he calls "human interaction:



Architect-turned-furniture-maker James C. Postell made the table and chairs above with three kinds of wood-maple, cherry, and ebony.

How do you use it? How does it work? How high is it? Is it comfortable?"

"If something is for a child, I would like it to be sized so it's not overwhelming," Mr. Postell continues. "If it's for a 5-foot-2, 105-pound person, I wouldn't like it designed for a 6-foot-2, 250-pound person."

"Human interaction is the single most important quality which indicates the success or failure of each design," he says.

"After that first step is resolved there are a lot of other issues, and I won't be happy with a piece till I have resolved them." Those include a "sense of refinement and simplicity" in the shape, attention to details, and craftsmanship.

"I usually put around 10 coats of tung oil on each piece," he says. Between coats, he sands the wood with sheets of black sandpaper soaked in mineral spirits, then rubs in a thin layer of the oil with a soft cloth. ("I've found diapers are the best, really.")

"By the 10th time, the wood is very smooth and not too plastic-y-it wants to be touched."

Mr. Postell points to a handful of designers who have influenced his work, all architects: Frank Lloyd Wright, Carlo Scarpa, and the California architects, C. S. and H. M. Greene. He says he likes their use of materials, their reverence for detail, and, naturally, their sense of proportion. "They've always made something more than just the pragmatic. They made it pragmatic and made

"That's the thing to me about furniture. You can make something people use, like a chair or a table, by hand, with care, and have people touch it and go, 'Oooh, that feels so nice'—that's happiness for

The exhibition of Mr. Postell's work, "Making Furniture: For a New Domestic Landscape," is on display at the University of Cincinnati's College of Design, Architecture, Art, and Planning through January 24.



An exhibition of books, manuscripts, and prints. that explores the universal appeal of the legend of King Arthur is on display at the New York Public Library through February 22. Above left, "Merlin,"

created by Aubrey Beardsley for a 1927 edition of Sir Thomas Malory's Le Morte d'Arthur, and above right, "Sir Mordred" by Dan Beard for Mark Twain's A Connecticut Yankee in King Arthur's Court.

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January 8, 1992

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nois 62301. Deadline: Jaquary 31, 1992.

Accounting: The College of Business at The University of Tampa has one tenure track position available in Accounting beginning August, 1992, at the Assistant/Associate level. The position requires a doctorate degree in accounting. Those in the dissortation stage will be considered. Teaching in the major mission of The University of Tampa and therefore, teaching experience is a preferred prerequisite. Accounting—Courses to be taught include intermediate Accounting at the undergraduate level, along with the opportunity to teach other accounting courses so both the undergraduate and graduate levels. The University of Tampa is a private, independent institution located adjacent to the central business districts of Tampa, Florida. The College of Business has 900 undergraduate business majors and a growing evening MAA program with more than 350 students. The teaching load, depending on course level, is 9 to 12 credit hours to credit classes). The College of the contract of the contract of the University of Tampa, 430 West Keamed by January 31, 1992, to Steven M. Platau. The University of Tampa, 631 West Keamed by Banuary Alliyms, Action Romboter

Qualifications are a Ph.D. or DBA or candidates actively pursuing the doctorate at or near the dissortation stage. Candidates holding a master's degree and professional certification (CPA and/or CMA) will be considered for temporary appointment. Scholarly softwire secouraged by giving teaching load reduction to engage in such activity. Salary is negotiable, plus excellent frings benefits. Application must include a resume or curriculum viace, and the numes, addresses and telephone numbers of five current referees. Please send to Chairperson. Faculty Selection Committee. Department of Accounding, Indiana University of Pennsylvania, Indiana, Pennsylvania, 15705. Position(a) are open until filted or March 31, 1992, whichever occurs first. IUP is an affirmative action, equal opportunity employer.

Applications should be sent to:

Geoffrey R. Weller, President

University of Northern British Columbia

Bag 1950, Station A Prince George, B.C. CANADA V2L 5P2

ment of Accounting, Indians University of Pennsylvania, Indians, Pennsylvania, 1958. Position(s) are open until filted or March 31, 1992, whichever occurs first. IUP is an affirmative action, equal opportunity employer.

Accounting: The School of Business at Importa Stats University seeks to filt a pipermonth, tenure-track accounting position available August, 1992, at the rank of Assistant/Associate Professor. Responsibilities include teaching undergraduate/graduate courses in accounting. Individuals with an interest is accounting individuals with an interest in accounting ind sition is sufficiently flexible to accommodate other accounting teaching interests for those well-qualified. ESU has 225 accounting majors. A Ph.D. in accounting or an DBA is desirable. Those near the completion of the dectorate will be considered. Certifications and demonstanced potential for scholarly research are desirable. Screening will begin February 15, 1992 and continue until position is filted. Sand via, along with the names, addresses, and telephone numbers of at least three references to John Rich, Ph.D., Chair, Division of Accountings and Computer Information Systems, Emporia State Lulvershy, Emporia, Kansus 66601-5667. BSU is an Affirmitive Action, Equal Opportually Employer. We encourated supplications from members of protected classes. Accounting/Business: Instructor, Accounting and Department Chair, Business Education. Full-time, year-round® position
("depends on FTE level) to teach Accounting and related business sublects and to
serve as department chair of the Business
and Distributive Education Department.
Master's degree required in Business Adindistriation or Accounting. If MBA, at
least 18 graduate hours in Accounting is
required. Current CPA license with a Bachelor's degree in Accounting will substitute
for graduate degree requirement. Barned
doctorate in field preferred. Managarial experience praferred. Five years of post-secondary business curriculum teaching experience is required. Salary is competitive.

THE UNIVERSITY OF PAPUA NEW GUINEA

Goroka Teachers College

TUTOR/LECTURER/SENIOR LECTURER IN HOME ECONOMICS - G671005/91

position involves the training of Home Economics teachers for a three year diploma in Secondary teaching. The successful applicant will have significant high school teaching experience. Experience teacher education would be highly desirable. Applicants should possess at least a Bachelors degree in Home Economics or equivalent. A Masters degree in the field or education is essential for appointment at

TUTOR/LECTURER/SENIOR LECTURER IN MATHEMATICS EDUCATION - G631006

The successful applicant will have significant high school teaching experience and appropriate qualifications and some computing experience. In-service or extension studies teaching would be an advantage. For overseas applicants experience in developing countries would be an **ad**vantage.

TUTOR/LECTURER/SENIOR LECTURER IN DESIGN AND TECHNOLOGY - G671006/91

Applicants should be teachers in Practical Skills with a curriculum development background and teaching experience in at least two of Woodwork, Metalwork and Technical Drawing. Experience in preparation of distance education materials including written and audio visual material would be an advantage. A Masters degree in the field or in education is essential for appointment at a lecturer

TUTOR/LECTURER/SENIOR LECTURER IN EXPRESSIVE ARTS - 6611004/91

The successful applicant will require a diploma or degree in the area of Arts or Education with very high skill in at least two of the following areas, visual arts, music, dance and drama. An appreciation and skills in PNG traditional performing/visual arts would be an advantage.

The appointee must also have two years teaching experience and must have proven written skills in English. An ability to speak tok-pisin would be an advantage.

TUTOR/LECTURER/SENIOR LECTURER IN COMMERCE - G681005/91 and G681007/91

The appointees will expected to teach and develop Courses in Economics, Accounting, business principles, small business management and commerce teaching methods and to supervise student teachers from all academic areas during their teaching practice in high schools

The appointees should have a minimum of 5 years successful teaching experience at Secondary level and should also have experience of tertiary teaching, Applicants should possess at least a Bachelors degree in Commerce and an education qualification. A Masters degree is essential for appointment at a lecturer level. Previous experience in a developing country is

SALARIES -

K16555 - K20465 per annum plus 25% gratuity K19545 - K24745 per Senior Tutor annum plus 25% gratuity K21885 - K24745 per Lecturer annum plus 25% gratuity Senior Lecturer K24745 - K30880 per

annum plus 25% gratuity Applications will be treated as strictly confidential and should include a full curriculum vitae, a recent small photograph. the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are

University without waiting to be contacted.

Applications should be forwarded to the Deputy Registrar, Goroka Teachers College, P.O. Box 1078, Goroka, Papua

advised to contact their referees to send

confidential reports directly to the

New Guinea. All Applications close on Friday 17 anuary 1992.

T. IAMO (MR), REGISTRAR

gram for Fall, 1992. Terminal degree required. Professional conflication and teaching experience perferred. Scholarly research and publications are necessary for tenure and promotion. The college serves approximately 8,700 students, which include approximately 1,200 business majors. There are six full-time accounting faculty. The School of Business and Economics is AACBB accredited. Application and inquiries should be directed to Dr. Thomas C. White, III, Chair of the Accounting and Legal Studies Search Committee, School of Business and Economics, College of Charleston, Charleston, South Carolina 29424. Minorities and formales are encouraged to apply. AA/EOE. largest state-supported university in indiand. It is judied in Muncle, a city of approximalely 80,000, fifty-five miles northeast of Indianapolis. Initial evaluation of
applications will begin in February 1992,
and will continue until the position is filled.
An application consists of a letter of application, cyrriculum vitee, research plan or
list of publications, and at least three letters
of reference sent to. Dr. John A. Beckman,
Faculty Search Committee, Department of
Mathematical Sciences, field State University, Muncle, Indiana 4736-0490. Ball
State University is an Equal Opportunity,
Allitmative Action Employer and in strongly and actively committed to diversity within its community.

Administrations Riverside Community Col-lege District seeks applicants for Adminis-trative Positions. Assistant Superinten-dent/Vice President, Administrative Serv-ices: Assistant Superinendent/Business Manuger. Closing Data: Application period

December 5, 1991—February 17, 1992, when screening begins, Applications will continue to be accepted after that date until the position is filled. District offices will be on winter break December 23, 1991—January 3, 1992. Call Riverside Community College for required application materials, (714) 684–3240, Extension 291. Equal Opportunity Employer.



Applications are invited for appointment to the post of fulf-time Dean in the School of Medicine, Faculty of

The School of Medicine is physically part of the Finders Medical Centre. Together they form an integrated medical school and teaching hospital of 500 beds serving the southern area of Adelaide. A close relationship is maintained between clinical care, teaching and research. The Centre is adjacent to the University which is 15km south of Adelaide's city centre. The School offers undergraduate programmes on Medicine, Speech Pathology, Environmental Health and Biotechnology. A range of course work and research postgraduate programmes are also offered.

DEAN

To provide effective management of the School's human, financial and physical resources so as to further it teaching, research and clinical service activities, and to represent the School's interests within and beyond the niversity. In rotation with the Dean of the School of Nursing, will be required to serve as Head of the Faculty of Health Sciences, of which the two Schools comprise the component parts. This arrangement is expected to be in place on a two year rotation basis, for at least the four years which commence in 1992.

Demonstrated successful management experience in large department, organisation or programmie; extensive experience and knowledge of Australian universities, health systems and national health research and education programmes; demonstrated excellent interpersonal and strategic planning skills, all essential. Medical qualifications, higher degree and/or specialist clinical qualifications, eligibility for medical registration in South Australia, also required.

Initial appointment as Dean for three years with at least one further term as Dean guaranteed subject to satisfactory performance reviews. At the end of the term(s) of office as Dean, substantive appointment as tenurable professor (level E academic) in relevant department will be provided.

Salary to be negotiated including level E salary (A\$73 800) plus clinical and other loadings as applicable When serving as Head of Faculty, an additional loading (currently 15% of level E salary) is payable.

Enquiries to Professor J Chalmers (tel (618) 204 5511 ext 4160). Selection criteria and conditions of appointment available from Human Resources Division, (Tel (618) 201 2300 Fax (618) 201 3131).

101 (018) 201 2300 Fax (018) 201 3331).

Applications, quoting Ref No 91361X, together with curriculum vitae and names, addresses and facsimile numbers of three referees should be lodged, in duplicate, with the Manager, Human Resources Division,
The Flinders University of South Australia,
GPO Box 2100, Adeadde, SA 5001, Australia,

by Friday 21 February 1992. The University reserves the right not to make an appointment, or to appoint by invitation. Equal Opportunity is University Policy.



THE JOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies

The Johns Hopkins University

Nanjing University Center for Chinese and American Studies

Center for Chinese and American Studies

The Paul H. Nitze School of Advanced International Studies (SAIS) of The johns Hopkins University invites applications/nominations for a sociologist at the joint Johns Hopkins University Phanjing University Center for Chinese and American Studies in Nanjing, PRC. One or two semester appointments (1992-93) may be renewable. Teaching areas may include courses on 1) the impact of economic development on social foundations; 2) theories of social change and continuity; 3) problems in contemporary American society; 4) social science methodology. Students will be advanced Chinese students whose English is adequate for graduate course-work. Scholars holding the Ph.D. or equivalent who are specialists in the above fields are encouraged to apply. Salartes, status, and benefits are competitive. Travel to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified applicants should send a letter of application and curriculum vitae to Dr. William Speidel, Executive Director, Hopkins-Nanjing Program, SAIS, 1619 Massachusetts Avenue, NW, Washington, DC 20036-2213. They should also request three references to write letters on their behalf directly to Dr. Speidel. The deadline for application and reference letters is January 31, 1992. For additional information, telephone (202) 663-5808. An Affirmative Action, Equal Opportunity Employer.

Admissions: National Test Preparation and Counseling Company seeks experienced admissions professional to fill the following companies nations: Lindars admissions and implementations and increased a sumszions projessional to nu the following corporate positions: I. Undersraduate Administions Counselor. To assist high school students with the college selection and administions process; applicants must have experience at a large university. 2. Graduate Administators process for positional counselor. To assist college students and sunfassions concess for positional college and graduates with the effection and substances are sundy; applicants must have graduate business, law, or medical school admissions experience. Requirements for both positions facilide; alross presentation skalls; extensive knowledge of the selections skalls; extensive knowledge of the selections skalls; extensive knowledge of the selection in refuse some presentation in professions persoanel; scilve nguickness described in the selection of the selection o



University of Waikato Te Whare Wananga o Waikato

Hamilton, New Zealand

Applications are invited for the following posts:

VISITING LECTURER IN POLITICS

The appointed to this Visiting Lectureship in the Politics Department will be required to teach two undergraduate courses in "Women and Politics" and "The Politics of Human Rights" (both at third year level). The position will be available during the second semester of 1992 (July to Alexander).

The remuneration will be a fixed taxable fee of NZ\$18,720 and an appropriate expenses grant.

The Politics Department has an undergraduate course enrollment of 2,000 while at the graduate level 35 students are enrolled in 1891. The Department encourages an active research programme and at the moment 8 students are enrolled for the DPhil degree. The Department has an academic staff of 13 and two Visiting Lectureships. Enquiries of an academic nature may be made to Professor D Bing, Chairperson of Politics (tel.(64 7) 858 2869; fax (84 7) 856 2158).

Closing date: 14 February 1992. LECTURER IN HISTORY

Applications are invited for a limited term (four years) lectureship in the Department of History. The Department, which has a staff establishment of nine, is in the School of Humanities. As well as a three year BA, the School offers masterates and doctorates.

The Department hopes to appoint a candidate with training and teaching experience in medieval or early modern British or European history who will be able to teach introductory courses in women's history. The current salary range for lecturers is NZ\$37,440-NZ\$49,088 per

Enquiries of an academic nature may be made to Dr. D G S Simes (tel. (84 7) 856 2889; fax (84 7) 856 2158).

Closing date: 7 February 1992. Information on the method of application and conditions of appointment may be obtained from the Academic Staff Unit, University of Walkato, Private Bag 3105, Hamilton, New Zealand (tal. (64) 7 856 2889, Fax (64) 7 856 0135). Applications quoting the appropriate reference number should reach the Academic Staff Unit by the date indi-

Places for appointees' children may be available in the creche run by the Campus Creche Society (Inc.). The University welcomes applica-tions from suitable people regardless of race, creed, marital statue or

THE UNIVERSITY OF THE WEST INDIES

Professor, Department of History MONA

The University of the West Indies invites applications for the post of Professor In the Department of History at its Mona Campus in Kingston, Jamaica. SALARY PACKAGE in the range J\$460,706-J\$538,187. Includes housing, entertainment and transport allowances. Book grant, overseas study and travel grant, superannuation and subsidized health schemes are available. Also available on appointment and on normal termination, are 5 full economy class passages for self, soouse and children who are dependents; baggage allowance of up to US\$1,200, additional amount of up to US\$400 for shipment of academic books and materials.

Please send applications with names and addresses of 3 referees to The University Registrar, Attention: Assistant Registrar (Centre), Office of Administration, The University of the West Indies, Mons, Kingston 7, Januaica W.I., no later than 31 January 1992. Further particulars of the post are available from the same source, or from the Secretary General, Association of Commonwealth Universities (Appointments), 36 Gordon Square, London WC1H OPF, England, to whom candidates in the United Kingdom should also send one copy of their application.

In order to expedite the selection process, applicants are advised to ask their referees to send confidential reports direct to the University without waiting to be contacted.

Financial Aid. Frankim College lavites nominations and applications for the position of Director of Admissions and Financial Aid. Frankim College is a small, accredited, four-year, residential liberal arts college located in Lugano, Switzerland. The curriculum is taught in English by an international faculity to an international heality to an international heality to an international faculity of the international faculity of the proper forty and international flexibility of the proper forty and international flexibility of the proper forty and international field. The Director of admissions office. Reporting to the Dean of the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and carry in a general representative to the College's New York satellite office, and college of the College's New York satellite office, and ca

Coverage of breaking news that affects higher education - from state capitals, academic conferences. and campuses throughout the country and the world -

every week in The Chronicle.

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REGISTRAR AND DEPUTY PRINCIPAL

Applications are invited for appointment to the abovementioned position which will become vacant on the retirement of Mr Ian Way in

The appointee will be responsible to the Vice-Chancellor and Principal through the Deputy Vice-Chancellor (Academic Affairs) for planning organising, controlling and co-ordinating services related in registrarial activities, including at this time academic and general administrative support, student services, student administration; personnel and industrial relations; properly and works; and legal

The successful applicant will also be expected to provide advice and assistance in the processes of policy formulation and review and to fulfill statutory responsibilities under the University Act and By laws in elation to all registrarial activities.

Applicants should have considerable experience in a large organisation, preferably but not necessarily in a University or other educational institution, and have demonstrated managerial ability in a senior administrative capacity. Relevant tertiary qualifications would oe highly advantageous.

Salary: An attractive remuneration package is available. inquiries about the position may be directed to Professor A.J. Wicken, Deputy Vice-Chancellor (Academic Affairs) on International (61 2) 697 3010.

The University reserves the right to fill the position by invitation.

Applications close on 14 February 1992.

Details of the position, together with the conditions of appointment and application procedures are available from Ms M. Francis, Head of the Senior Appointmen Unit, the University of New South Wales, P.O Box 1, Kensington NSW 2033, Australia. [telephone: International (61 2) 697 2716, facsimile: International (61 2) 313 6561] Applications from EEO groups are encouraged.

Positions Available at

Kansai Gaidai Osaka, Japan

Kansal Galdal (Kansai University of Foreign Studies), located halfway between Osaka and Kyoto, will have several openings for Assistant, Associate, and Full Professors starting in April, 1993. We are booking for people in fields such as Anthropology, History, Literature, Politicat Science, Psychology, and Sociology, to teach graduate and undergraduate course in those areas with emphasis on the United States and Japan. The autual teaching load is six 90-minute classes per week. Courses are conducted in English.

Qualifications: Doctorate or Doctoral Candidate in the fields listed above or related areas. Two-three years' teaching experience. Overseas teaching/living experience a plus.

Salary: Approximately 6 million yen per year (US\$46,154 at US\$1 = 130 yen) depending upon qualifications and experience. Furnished housing round trip air fare US-Japan, visa sponsorship. One-year renewable contract for up to three years with longer terms negotiable.

To Apply: Send CV and three letters of recommendation. Have current transcripts reflecting all post-secondary education and highest degree earned, sent directly from the registrar.

Hajime Yamamoto, Dean Center for International Education Kansal University of Foreign Studies 16-1 Kitakalahoko-cho

No telephone enquiries will be accepted.

1992, and will continue until the appoint until position is filled. AA/EOE. Women is filled. Applications and résumés. I and Minorities Encouraged to apply.

Adult Education: Assistant Professor. The Penasylvania State University, Monroeville Center (Pittsburgh area). Three year contract with possible conversion to tenure track. Starting Fall 1992. Required: Earned doctorate in adult or continuing education; potential for scholarly activity and research productivity; experience in administration of adult education and human resource development/learning in the workplace. Send cover letter, vita, copies of graduate transcripts, and names of three academic references, with addresses and telephone numbers to: Dr. Jovita Ross-Cierdon, Box CHAM, Charlotte Bulkling, Suite 206, 403 South Allen Street, University Park, Pennsylvania 16801. Deadline: March 1, 1992 or

Adult Education: Dean of Concorin School of Adult Learning, faculty rank, administrative position. Earned doctorate in administration, curriculum, and/or adult du la calion. Esperience in college teaching in both traditional and non-traditional terriuss. Position begins April 1, 1992; review process begins February 24, 1992. Send elitera of nomination, three letters of recommendation, and official transcripts to Gard Meyer. Chair. Search Committee, Concorda College. 275 North Syndicate, St. Pank. Minnesotts 55104.

UNIVERSITY OF CYPRUS

Announcement of Academic Positions

The University of Cyprus announces the following academic posts:

Department of Greek Studies, Philosophy and History Department of Education Department of Computer Science Department of Foreign Languages and Literatures

The above posts relate to all ranks of academic staff, except for the post of the French Language and Literature which is for the rank of Professor and Associate Professor.

For all academic ranks, a Ph.D. is required. Applicants need not be citizens of the Republic of Cyprus. The languages of instruction are Greek and Turkish. The salaries for these positions are:

Professor Associate Professor Assistant Professor Lecturer (Scale K7/K8) (Scale K6/K7) (Scale K5/K6) CYE17,849-CYE23,202 CYE15,744-CYE21,463 CYE14,688-CYE19,812 CYE12,404-CYE18,168

(At present CY£1 = £1.23 sterling and CY£1 = \$2.18 dollars).

In addition, the Interim Governing Board may approve an annual bonus of up to CY£5,000 for those appointed as Professors and up to CY£3,000 for those appointed as Associate Professors. interested individuals must submit the following items by March 6, 1992:

 A letter stating the academic rank or ranks in which the applicant is interested and the date when he/she may be able to assume duties in the event of selection. II. A curriculum vitae

JP. A list of publications

IV. A brief review (not to exceed three pages) of the entire research work thus far, as well as description of future scholarly projects V. Copies of representative publications (six copies each)

VI. The names and addresses of three academic referees from whom confidential references may be sought. Items (II) and (IV) must be written in Greek or Turkish and In one international language, preferably English. The above must be submitted to:

Tel. (02) 366188, Fax: (02) 366198



PRESIDENT and CEO Richmond College

The American International University in London

Richmond College, one of the leading American institutions located outside the U.S., seeks an experienced and highly qualified scademic administrator for the post of President and Chief Executive Officer. Founded in 1972, Richmond is an American non-profit international liberal aris university leader in Lordon. Foundary

Richmond is necredited by the Commission on Higher Education of the Middle States Association of Colleges and Schools and is licensed to confer the BA degree in 13 subject areas and the MIA degree by the Education Licensure Commission of the District of Columbia.

The university has two London campuses—suburban Richmond for lowerclassmen and urban Kensington for upperclassmen—and a study center in Florence, Italy. Of its more than 1,000 students, approximately 800 are dogree students and 200 are one-two semester study abroad students from U.S. institutions. The MBA degree, the university's first postgraduate program, will be offered in September 1992.

Leading candidates will have the Ph.D. degree and several years of successful experience as president or chief academic officer of an American college or university and demonstrated leadership skills. Academic and residential experience in international and multicultural settings also are highly desirable.

Applicants and nominators are encouraged to submit materials as soon as possible. Candidate screening begins in March 1992. The position is available January 1993. All inquiries, which will be held in absolute confidence, should be directed to:

John Kuhnle, Vice President Education Practice-Korn/Ferry International Suite 200, 900 19th Street, NW Washington, DC 20006 Tel. 202/822-9444; Fax 202/822-8127

An Equal Opportunity Employer

adult learners, provide iradership in recruting students, developing curricula, managins budget, meltituding quality instruction and supervising staff. Earned doctorate and experience in administration of community college or adult education programming required. Commitment to the mission of a church-related coolege expectef. Applications received by March 1, 1922 migrature priority. Send letter of smallestion.

Chairperson, Department of Mass Cosmus alven priority. Send letter of smallestion.

Chairperson, Department of Mass Cosmus alven priority. Send letter of smallestion.

Chairperson, Department of Mass Cosmus alven priority. Send letter of smallestion. are propicalion; received by March 1, 1992 after priority. Send eletter of application, vita, graduate transcripts (direct form Resistrar's Office), names, telephone sumber and identity of at least three current references to Lenne Kruse, Administrative Assistani, Office of Academic Affairs, Augustana College, 29th and Summit Avenue, Sioux Falls, South Dekota 37197; (605) 336-4113. EOE/AA.

Advertising Associate/Assistant Professor: tenure track, bezin August 24, 1992. Teach range of advertising courses in innovative, arrowing, undergraduate mass communication program; recruit and advice students; assist with development of successful incernation program. Ph.D. in meas communication or related flatif; commitment to and ovidence of quality teaching; record of professional accomplishment, previous college teaching; strong background in advertising production and media buying in an agency or corporate setting preferred. Salary and benefits competitive: summer employment

desu, Missouri 63701-4799.

African/Afro-American Studies: The Curriculum in African and Afro-American Studies at the University of North Carolina at Chapel Hill seeks to appoint an individual trained in Afro-American Studies, with an arts or literary component, who is prepared to conduct comparative research on Africa and Afro-America. The person appointed must be an established scholar or must exhibit clear scholarly potential. He or she will be expected to teach at all levels of the undergraduate curriculum, especially the iundor and senior program; to work with graduate students from other units who may be interested in Afro-American Studies; and to assist the Curriculum in movinat toward a graduate program. Bank is open. Tegured or Tenure irack position to bestin 1 July 1992. Ph.D. preferred. Preference will be given to candidates interested in single

Assistant **Professors** School for Social Work Applications are being accepted for

the Assistant Professor level at the Smith College School for Social Work. Teaching responsibilities may include courses at the foundation bank in all in all in a state of the contract of th tion level in clinical practice, social policy, racism and/or macro prac-tice. The positions also include oppartunities to supervise Master' theses, to pursue scholarly inter ests, and to uct as a Itaison with ngencies around the country. Qualifications: A Master's degree from an accredited school of social work is required and a Doctorate in Social Work or a closely related field is preferred. Please submit a resume, a brief letter of application, and the names of three references by February 1, 1992 to: Ann Hartman, Dean, School for Social Work, Smith College, Box 500, Northampton, MA 01063. An Affirmative Action/Equal Opportunity Institution. Minorities and Women are Encouraged t



appointments in the Curriculum, Salary will be competitive. UNC is an Affirmative Action and Equal Opportunity employer. Applicants should submit letter of interest and curriculum vites before 22 Jamary 1992 to: Chair, Search Committee, Curriculum in African and Afro-American Studies, 401 Atumni Hall, CB#3395, The University of North Carolina at Chapel Hill. Chapet Hill. North Carolina 27599-3395. Please do not send intern of recommendation. Other materials will be requested later as needed. Please include a soil—addressed, atamped posteard if you would like insuediate acknowledgment of receipt of your application.

African-American Studies / History: The Obio State University, Departments of Black Studies and of History, invite applications and nominations for a tenium track joint appointment as Assistant or Associate Professor, beginning September 1992, Responsibilities including teaching undergraduate and graduate courses in African-American Phistory, proferably in the post-Civil War period. Ph. D. and evidence of excellence in teaching and scholarship required. Send letter of application, curriculum vitus and three letters of recommandation by March 1, 1992 to Dr. Cevil C. Gouke, Chair, African-American Scarch Committee, Department of Black Studies, OSU, 486 University Hall, 230 North Owl Mail. Columbus. Ohio 43216-1367. The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Quali-

and growth are available.

fied women, minorities, covered veterans and disabled individuals are encouraged to

Agricultural Economica/Economica: Department of Agricultural Economica, Virginia Polytechnel tastitute and State University, Blackaburg, Virginia 24061. Assistant or Associate Professor of Agricultural Economics and Director of the Conter for Economic Education. Responsibilities: This 100 person Extension position is dil-time, 12 month, and teame track. The person who holds the position will have major responsibility to develop, coordinate, and provide leaderpathy to an extension program. n consonic issuesator. The person in this position will serve as Director or the Center is part of a nation wide network of over 250 Centers millisted with the Joint Council of Economic Education. The Center provides applied economics training to school teacher, 4-H extension, staff, and volunteers in order to prepare them to teach economic concepts and applications to school ago youth. Itus, the responsibility of the Director will include developing courses for school teacher accreditation and/or graduate credit in agricultural and applied economics. The person in this position will also give leadership to the statewide 4-H program in business and economics. The program in business and economics. The program is business and economics. The program in business and economics of Education, the Virginia Council of Farmer Cooperatives, and the business community. The corporate community, particularly sari-business, has been a strong advocate and source of support for this program, While this position is fully funded

as a University faculty position, the coordination role of the Director lactudes efforts to promote the program and to seek outside program support. Qualifications: Ph.D. with a strong emphasis on applied economics or economics. The position requires atrong written and oral communication skills. Experience with teaching of youth is preferred. Applicants should have a good knowledge of economic theory with supporting work in one or more other applied fields including business, cooperalives, rural development, agricultural, environmental, or natural resource economics. Date Avadiable: immediately. General information: The Department of Agricultural Economics has 27 full-time faculty members in research, teaching, and extension in the arresearch, teaching, and extension in the arresearch, teaching, and extension in the arresearch teaching, and extension in the arresearch product of a undergraduate majors and 45 graduate students (M.S. and Ph.D.) and pursuing degrees in the department. Virsinia Tech is a land-grant university located in Blacksburg between the Blue Ridge and Allepheny Mountains about 40 miles from Research. The University has an enrollment of 4,000 students students and 13,000 undergraduates and offers a Master's level program in 64 press and a Ph.D. program in 48. Apolications: For submitting applications or for further information, please contact: Dr. George R. McDowell, Chalingen, Search Committee, Department of Agricultural Economics, Virginia Pelytechnic Institute and State University, Blacksburg, Virginia 24051-0401. Persons wishing to apply should satural a complete resume, undergraduate and graduate transcripts, and request three letters of recommendation to apply should satural a complete conditions: Pobrany 15, 1992 or unit suitable candidate in found. Virginia Tech is an EG/



SENIOR LECTURERS/LECTURERS

(Gross Salary up to S\$68,000 per annum)

Temasek Polytechnic is a new Polytechnic fully supported by the Singapore Government. It has 3 Schools, namely the School of Business, the School of Design and the School of Science & Technology with a current student population of 1,500 which will eventually grow to 11,400 when it moves to its new campus at Tampines in 1995.

If you are looking for greater challenges, a more rewarding and satisfying career, and an opportunity to grow with a Service Oriented Polytechnic, you should respond to this invitation for the post of lecturer.

School of Business

Diploma in Business: Business Communication, Marketing, Advertising and Promotion, and Retail Visual Mechandising.

School of Science & Technology

Diploma in Information Technology: Computer Technology, Office Automation, Information Systems, Data Communications and Networking, Programming Languages, Database Management Systems, Systems Analysis and Design or Computer Security.

Diploma in Electronics/Mechatronics: Computer Aided Engineering/ Design, Tool and Die, ligs and Fixture Design, Electronic Manufacturing Process, Computer Engineering, Integrated Circuit Design/ Manufacturing, Control Systems, Instrumentation, Automation, Electronic Communication Systems, Computer Integrated Manufacturing, Robotics or Machine Visual Systems.

 Candidates must possess a good degree or professional qualifications preferably with teaching experience OR minimum of 2 years' relevant working experience.

Temasek Polytechnic offers attractive salaries to successful candidates. The commencing salary will depend on the candidate's qualifications. experience and the level of appointment offered.

Annual vacation leave of 42 days, subsidised medical & dental benefits will be provided. Other benefits may include a taxable endof-contract gratuity, commuted board & logging allowance for dependant children, relocation and interest free settling-in loan. Staff members may undertake consultation work and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year. Opportunities for self development

If interested, please send us your personal particulars and a detailed resume on qualifications, working experience, current and expected salary either by mail or through telefax 65-2357982 to reach us by 3 February 1992 at the following address:

> **HUMAN RESOURCE DEPARTMENT** TEMASEK POLYTECHNIC 51, GRANGE ROAD, SINGAPORE 1024

> > AA Employer and hires only U.S. citizent or others authorized to work in the U.S.

or others authorized to work to the U.S.

Agricultural Economics: Jan Roberts Distinguished Professorship in Agricultural Beoporules—emphasis on this position is on scholarly work. Both research and teaching activities are expected, with the majority of the assignment allocated to research. Should also be comfortable with, and supportive of, the department's outerach mission. Subject matter may be in any of the traditional subspecialities or chosely related areas associated with the asricultural economics profession, informat leadership for strengthening the department's research and leaching mission and serving as a source of general counse! to other faculty is expected. Requires Ph.D. in Agricultural Economics or Recognities. serving as a source of general counsel to other faculty is expected. Requires Ph.D. in Astricultural Economics or Economics, strong beckground in economics theory and quantitative methods, stellur scholarly record in fulbly whible and regulable fournals, an established or emerging nullean sepuration within the spricultural economics field (as evidenced by appropriate bonors, awards, and positions of leadership), and williamperss and stillity to he is treegthen the unit's icholarly mission, including an interest in grantisatiship and ream-oriented and interdisciplicary activities. This senured position is funded on a 12-month basis. However, as a candemic year (9-month) appointment will also be considered, Nominalions/applications will be received until March 31 or until the position is filled. To apply, send letter of application and resume to: Dr. Sam Cardes, Head, Department of Agricultural Economics, University of Nebrasia-Lincoln, Lincoln, Nebrasia 68183-0922; (4024472-3401). Affirmative Action, Equal Opportunity Employser.





College of Liberal Arts

CHAIR

Department of Near Eastern and Asian Studies

Wayne State University's College of Liberal Arts is seeking an established scholar to chair its Department of Near East-ern and Asian Studies. Nominations, including self-nominations, are invited. It is anticipated that the selected candidate will assume the chairship in the Fall of 1992.

Candidates must be recognized experts in one of the fol-lowing areas: MODERN MIDDLE EASTERN HISTORY or AR-ABIC LANGUAGE AND LITERATURE.

Qualifications considered essential in each field are:

HISTORY: (1) specialize in modern Middle-Eastern history, area of expertise flexible, with the ability to teach a year-long sequence in Modern Middle-Eastern History—1789-present; (2) command of classical as well as modern Arabic; and (3) be able to teach courses in Islamic Civilization, including the medieval period. Knowledgable of Ottoman History is desirable.

LANGUAGE AND LITERATURE: (1) specialize in the teach-ing of modern literary texts and Arabic composition; (2) com-mand of classical as well as modern Arabic with near native fluency; and (3) be able to instruct Arabic language and litera-ture. Expertise in modern Arabic literature is preferred.

Since a record of achievement appropriate to a tenured appointment is desired, candidates will be expected to present evidence of: (1) vigorous and stimulating scholarly achievement and promise; (2) strong leadership ability; and (3) substantial administrative skill and acumen.

An attractive and competitive selary will be negotiated. Applications will be received until January 22, 1992.

Wayne State University is an Equal Opportunity, Affirmative Action Employer, and applications from minorities and women are strongly encouraged.

Candidates should forward a curriculum vitae plus the names and addresses of five references to:

Professor Arthur F. Marotti, Chair c/o College of Liberal Arts Dean's Office Wayne State University Detroit, Michigan 48202

SCHOOL OF SOCIAL SCIENCES

CHAIR IN SOCIAL ADMINISTRATION A\$73 800 pa (A\$77 900 pa front July 1992) Applications are invited for a Chair in Social Administration, located in the School of Social Sciences, currently vacant due to the retirement of Professor Ray Brown in 1989.

Professor Ray Brown in 1989.

Applicants should have outstanding academic teaching and research credentials and a distinguished record in a social work programme.

Applications are welcome from persons working in any field of social work or social policy. Professional qualifications in social work are expected, and social work or social welfare experience is desirable. The appointee must have the stature necessary to represent the interests of the Discipline of Social Administration to the University, government, the social work profession, the welfare sector and the wider continuity.

The Discipline of the University government, the social work profession, the welfare sector and the wider continuity.

profession, the welfare sector and the wider community.

The Discipline currently numbers ten academic and field staff with strong research and consultation interests, and is responsible for several teaching programmes. The largest is the Bachelor of Social Administration which is a two-year graduate professional programmes recognised by the AASW. The other programmes are a one-year port-basic graduate Diplom in Social Sciences; higher degree studies for the Master of Social Administration, Master of Arisa and Docton of Philosophy, also, in consensation with other disciplines the Master of Philosophy, also, in

cooperation with other disciplines, the Master of Policy and Administration.
Further information about the position may be obtained from
Mr Craig Petho, Human Resources Division, telephone (63-8) 201 2218,
facsimile (61-8) 201 3131.

factivalle (61.8) 201 31.31.

Applications, questing Reference Number 91044X, and giving full details of questionations and experience and the names, addresses and factivation anothers of at least there referres of whom confidential enquiries may be made, about he bodged with the Managee, Haman Resources, The Finders University of South Australia, GPO Box 2100, Adelaide, South Australia, By 28 Pobrancy 1992.

The University reserves the right not to make an appointment, or to appoint by tavitation.

Equation provincing its University Policy.

INIDEDC **UNIVERSITY** ADELAIDE . AUSTRALIA

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nbuse treatment seiting or an employee or student assistance program, including education. Send letter and résume to: Richard Jazwinski, CSW, Coordinator, Alcohol and Drus Program, Columbia University, 519 West 14th Street, Room 463, New York, New York 10027, Women, people of Latin, Afrikan, Aslan descent are encouraged to apply. We take affirmative action toward equal opportunity.

University of Zimbabwe VICE CHANCELLOR

1.1 Applications are invited for the post of Vice Chancellor at the University of Zhubahwe to succeed Professor W. J. Kamba who is retling at the end of February, 1992.

1.2 The successful candidate will assume office as Vice Chancellor from I March 1902 or such later date as may be determined.

trom 1 march 1902 or such later date as may be determined.

1.3 Subject to the general control of the Council of the University of Zimbabwe, the Vice Chancellor is "chief scademic, administrative, and disciplinary officer of the University, with general responsibility for maintaining and promoting the efficiency, effectiveness, and good order of the University".

2. THE PERSON The post requires a mature academic administrator with an established and proven track record of leadership, able to meet the challenges of a growing and dynamic academic environment. The applicant must be an academic of high standing who is capable of communicating with staff, students, and the community at all levels.

3. FURTHER DETAILS OF THE POST Further details of the post, including salary, benefits, and terms and conditions of service, will be made available to shortlisted condidates.

Applications supported by a detailed curriculum vitne and the names and addresses of at least three referees should be submitted in a scaled envelope marked confidential and addressed to the following to arrive not later than 24 January 1992. 4. APPLICATIONS

Applications for the Post of Vice Chancellor
The Chairman of the University Council
c/o The Office of the Registrar
University of Zimbabwe
P. O. Box MP 167 Mount Pleasant, Hanne, Zimbabwe Telephane: 303211 x 1105 Telex: 26580 UNIVZ ZW Telofax: (263-4) 732828

Application forms may be obtained by writing: Anita Johnson, The African-American Institute, 833 United Nations Plaza, New York, New York 10017.

STETSON

Ed. Administration. Assistant Professor, tenure track position. Responsibilities: teaching courses in ed. administration, supervision of administrative interns, and teaching in one or more of the following areas: special education: curriculum, and elementary education. Qualifications: earned doctorate, evidence of successful public school teaching, and administrative expertence. Must hold state certification as an administrator. Familiarity with Florida educations in the control policy desirable.

nonal policy desirable.

Physical Education. Assistant Professor, tenure track, doctorate or ABI). Responsibilities include teaching in the professional preparation and physical education activity program. The candidate should have an interest in interesting the programs within the physical education major program and in a traditional Liberal Aris education. Public school physical education experience, a strong preference for teaching, and the background to teach exercise physiology and related courses a priority for this position. Appointment begins September 1992.

Elementary Education. Assistant Professor entry level, tenure track, doctor-ate or ABD. Responsibilities include teaching methods of elementary educa-tion and special education, supervision of student interns. Individuals with public school teaching experience are encouraged to apply. Appointment begins September 1992.

Send letter of application, current résumé, transcripts, and three letters of reference to: Dr. Larry Rosen, Chair, Division of Education, Campus Box 8419, Statson University, DeLand, FL 32720. Women and minorities are encouraged to apply. Deadline February 14, 1992. Equal Opportunity Employer.



Riverside Community College District Riverside, California seeks applicants for

FACULTY POSITIONS

ENGLISH
ENGLISH AS A SECOND LANGUAGEENGLISH
HEAD COACH (WOMEN'S TRACK/CROSS COUNTRYMNSTRUCTOR
Deadliner by 4:00 p.m., February 28, 1992.

Deadline: by AND p.m., regreary 28, 1994.
PHILOSOPHY
SPANISH/SPANISH (AND ONE OTHER FOREIGN LANGUAGE)
TELECOMMUNICATIONS
Doadline: by 4100 p.m., February 28, 1992.

ART
ASST. DIR AINSTRUCTOR DANCE
COMPUTER INFORMATION SYSTEMS
NURSING (MEDICAL SURGICAL)
Deadlines by 4:00 p.m., March 6, 1992. Call the Personnel Office at (714) 684-3240, Ext. 291 for additional information and required District application materials. Equal Opportunity Employer,

rack position in American Indian studies seginating full 1992. Rank and salary open. We are seeking an individual committed to leaching excellence. Preferred qualifications: doctorate in American Indian studies, anthropology, history, or related area. Master's required. Duties: teach undergraduate tribul law and politics. American Indian listory and culture, and introductions industry and tribul law and politics. American Indian listory and culture, and introductions industry and tribulance of recommendation, official undergraduate and graduate transcripts; leaching explusations, and relevant syllabi. Deadline: February 7, 1992, or until position is filled. Applications should be sent to Ms. Jace DeCory, Chair, American Indian Studies Search Committee, Black Hills State University, USB 90:4, Spenrigh, South Dekots 37799-9034.

BHSU Is an EU/AA employer.

American Studies/History: Penn State Harrisburg. Tecure-track excitaint professor resisting a tracture. To suite a studies in the professor of the program is part of interdisciplinary Human-files Division. Currently offering noder-graduate responsabilities will include undergraduate extraction explosions and public history: American and public history and public history activities of Center for Fennsylvaria Culture Studies. Ph. D. in American Studies. Ph. D. in American Studies Programs in part of interdisciplinary Human-files Division. Currently offering noder-graduate responsabilities will include undergraduate extribution of approach to a section professor deposition in the professor of a position of approach and professor in the professor of a position in the professor of a position of a professor in the professor of a position in the professor of a position in the professor of a position of a professor in the professor in



UNIVERSITY OF SAN FRANCISCO

School of Nursing

Dean Norma L. Chasku, Ph.D., RN, FAAN, announces the formulational a Search Committee for the following positions:

Associate Dean for Academic Programs
 Coordinator of Learning Resources
 Tull-time Track Faculty positions in Maternity-Child Nursing

The University of San Francisco is a private Jesuit, Catholle university with an enrollment of approximately 6,000. The School of Nursingeard-ment includes 450 students in the undergraduate and graduate program. The School of Nursing has 48 beenty. The faculty are members of a Collective Burgaining Unit.

Associate Dean for Academic Programs

(Position available June 1, 1992) · Barned doctorate and Master's in Nursing if doctorate is not in

 Academic administration experience Teaching experience in undergraduate and graduate programs
 Demonstrated commitment to scholarly activities
 Qualify for professional rank

Coordinator of Learning Resources

(Position available June 1, 1992) Earned doctorate and Master's in Nursing
 Expertise in educational technology and learning resources
 Teaching experience in university setting
 Demonstrated commitment to scholarly activities
 Evidence of successful grant-writing

Maternal-Child Nursing Faculty (Positions available August 1, 1992)

Quality for professional rank
 Teaching experience is preferred
 Evidence of commutatent to scholarly activities

The sulary and academic rank are commensurate with the qualification as experience of the individuals selected. Please send letter of namination of

Sister Al. Ediene Fgan, Ed.D., R.N. Chnir, Search und Screen Committee School of Nursing University of San Francisco 2130 Fulton Street San Francisco, CA 94117-1080

Application letters should include a statement of interest and a curicular vitue. Applications will begin to be reviewed February 10, 1992 and will continue until positions are filled

USF is an Albimative Action, Equal Opportunity Employer.

SCHOOL OF NURSING

CHAIR OF NURSING 5473 800 pa (\$477 98) pa from July 1992) Applications are invated for the Loundation Charol Nursing which reone of two Chars of Nursing to be established by the University

The School of Nursing has an established national and The School of Norving has an established national and international reputation in teaching, nursing practice, scholarship and reveate. It has been a major provider of muse colocation in Australia since 1975 and offers program at undergraduate and higher degree levels, both internally and by distance education. The School has 65 academic positions to provide for nearly 1781 students enrolled in the School sources.

Applicants for the Chair will have a distinguished career, and an established reputation in teaching, research and nursing practice. Applicants must hold a higher degree relevant to nursing, preferably at distortal level, and be eligible for registration as a nurse. Experience in academic administration is essential, but the priority in the first instance, is academic rather than administrative feadership within the School.

(Internal equipment about the dispersion has Dean.)

General enquires should be directed to the Dean,
Associate Professor Generaless Gray, Tel (618) 201 346,
Fay (618) 201 2514 Further information, including selection
enterna and conditions of appointment, available from Huma
Resources Design (Tel (618) 201 2562, Fax (618) 201 3131).
Applications of the Condition of the Condition

Applications, quoting the Ref No 91347X, together with a curriculum vitue and narrow, addresses and factoric number of three referees should be lodged, in duplicate, with the Manager, Human Resources, The Flinders University of South Australia, GPO Box 2100, Adealde SA 506, Australia, by 28 February 1992. The University reserves the right not to make an appointment or to appoint by invitation. Equal Opportunity is University Policy.

FIINDERS UNIVERSITY

form independent retearch, croming it teaching the anatomical sciences and the marios to teach medical sciences and it was extracted to teach medical students in the constituence of the medical students in the receivable of the medical science of the medical reproductive biology. See description with research medical reproductive biology. See forcular video, names of al Jean therefore, and a letter specified by 16 Monteres, and a letter specified by 16 Monteres, and research plans by 16 Monteres, and 16

UNIVERSITY OF BOTSWANA

BULLETIN BOARD: Positions available

The University invites applications for the following positions PROFESSORIASSOCIATE PROFESSOR-THEOLOGY AND RELIGIOUS STUDIES (Vacancy No. HTRS 2/91)

(Vacancy No. HTRS 2/91)

The successful candidate will be working in a developing department and will be expected to give appropriate leadership in teaching and research. Candidates should have experience of working in a University in the non-Western world (preferably Africa) and will be expected to teach the following: patristics and modern (including African) theology; biblical studies and pastoral theology, Applicants should have a least a Master's degree but preferably a Ph.D.; at feast three years' experience at Senior Lecturer level in a University for appointment at Associate Professor level or three years' experience at Associate Professor level for appointment to a professorship; a cumulative and sustained record of research and publications of recognised excellence which will be assessed.

LECTURER IN MATHEMATICS/COMPUTING (Vacancy No. S/PESC 4/91)

(vacancy no. S/PESC 4/81)

The post involves teaching Mathematics and Computer Awareness to 0 level students who are being prepared for university degree and diploma studies in Mathematics and Science. Applicants should have at least a Master's degree in Mathematics or Computing, and preferably a teaching qualification. Experience in both secondary and tertilary education would be an advantage. Batawana who do not have the required experience but have the necessary qualifications may also

Salary per annum: Professor P69,264-P74,544; Associate Professor P61,596-P66,516; Lecturer P24,336-P52,332.

Fringe benefits include Motor Car purchese Advance Scheme, an optional 50% UB funded medical aid plan, car allowance at 15% of basic salary for staff earning a basic salary of at least P31,332 and free tuition for spouse and up to four dependent children on courses offered by the University (but not at its affiliated and associated institutions). Addictional benefits for expatriate staff include: educational allowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two year contract.

basic salary on successful completion of a two year contract. Applications quoting the vacancy number of the post applied for, tuil and up to date CVs, certified true copies of educational certificates and names and addresses of three academic referees should be addressed to the Assistant Registrer (Academic Staffing). University of Botswana. Private Bag 0022, GABORONE, Botswana. Applicants should ask their referees to submit references direct to the University before the stipulated closing date. Please note that applications with incomplete information may not be acknowledged. Applicants resident in the UK should also send a copy to the Appointments Officer, Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF.

Closing date: 31 January 1992.



The Radio Free Europe/Radio Liberty Research institute, located in Munich, is seeking an:

ASSISTANT DIRECTOR FOR ACCESS AND AUTOMATION Information Resources Department

Candidates should have an MLS and be specialists in library public service and automated library and information services. Experience with information databases; automated serials management, acquisitions and cataloging systems; and innovative library services is essential, as is supervisory experience. Excellent knowledge of and ability o write cogently in English is required. Good knowledge of German and one or more of the East European and Soviet languages is desirable. We offer an excellent salary and benefits package, often including company paid housing.

Appplicants should send a detailed resume to:

> U.S. Personnel Department (RIIR) 1201 Connecticut Avenue, NW Washington, DC 20036

> > Equal Opportunity Employer

Animal Sciences: The Animal Sciences and industry Department, California Polytechnic State University, San Luis Obispo, California, is serking a Department Head. This is a full-time, 12 month, tenure-truck position, anticipated to become available in July, 1992. The major responsibilities are administration of one of the nation's largest animal and poutry actence departments, including teaching assistments and instruction, fixed attendables of the poutry actions and instruction, fixed attendables of both State and Cal Poly Foundation assets and funds, oversight of all spacies (beef, theep, swine, equice, poultry), pre-professional and seignific programs, maintenance of strong public relations on campus, in the communication, the state and nationality. A Ph. D. in the state and nationality. A Ph. D. in the state and nationality. enting Programs, maintenance of strong public relations on campus, in the community, in the community, in the community, in the state and nationally, A Ph.D. in Anmal Science or in a rolated field is required. Candidate must have a strong experiential background in undergraduate teaching, demonstrated administrative ability, excellent industry affiliations, end offective communication skills. Salary will be commensurate with experience; the range is 345,996 to 570,272. For additional information or an application, write John W. Algeo, Head, Antimal Sciences, and Industry Department, Cal Poly, San Louis Obispo, California 93407. Dendition for receipt of septications in March 20, 1992. Cal Poly is strongly committed to achieving excellence through committed to achieving excellence through committed to achieving excellence through committed to achieving according to women, persons of color and members of other underrepresented arougs. Ad/EEO.

three referees by March I, to Hampion Da-vey, Division of History and Social Sci-ence, St. Mary's College of Maryland, St. Mary's City, Maryland 2086. St. Mary's College is an AAEEO employer; women and minorities are encouraged to identify themselves as such.

Arts Sculptor Clemson University, Assistant Professor, Salary, \$30,000. Start Aumust, 1992. Tenure-track. MFA in Sculpture required. Teaching experience at college/aniversity level preferred. Job requires a strong commitment to teaching and professional studie work, principal responsibility includes teaching and developing undergraduate and graduate studies in soutpure for BFA, MFA and socart majors. Include letter of application with automatic of teaching philosophy, cyrriculum vilus with exhibitions record, 3 letters of recommendation, 20 sides of own work. Additional references and sides of student work optional. Applications reviewed beginning Pebruary 17. AA, BOE, WMA.

Search Committee, Sculptor, Department of Visual Arts and History, College of Architecture, Clemson University, Cjemson, South Carolina 29634-0509.

Arts Sculpture, assistant professor, tenure track, \$27,000 or CWE. MFA in Sculpture or equivalent, significant teaching experience on university level beyond TA. Teach three courses in aculpture and/or related subjects from lower division through graduate level. Proficiency in bronze cauting, supervision of foundry, experience in abstract and representational form (fife modeling), Application of filed. Submit resume, professional profiled. Submit resume, professional profiled. Submit resume, professional supervisions of the Teacher of the College of the Co Arit Sculpture, assistant professor, tenure track, \$27,000 or CWE. MFA in Sculpture or equivalent, strong professional accompliahments, algoritic mit teaching overpetence on university level beyond TA. Teach three courses in sculpture and/or related antisets from lower division through graduate level. Proficiency in bronze canting, supervision of foundry, experience in abstract and representational form (file modeling). Applications of the Pebruary 15, 1992 or null position filted. Submit résumé, professional portfolio, representations of student projects and names of references to: Robert Kasal, Chair, Department of Art, Portland, Oregon 97207, AA/EO employer.

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The University of the South Pacific

Applicants should have a good limit degree in Chemisiny, for an appointment as Lecturer I, postgraduate qualifications and good leaching-research experience required. Teaching and any other relevant postgraduate experience would be an advantage for an appointment as Junior Lecturer Lecturer II. Competence in teaching the main areas of physical or morganic or organic chemistry will be required. Staff may be involved in teaching courses through extension or in consultancy projects for associated University institutes. Research experience in soil chemistry, pesticides, natural products chemistry or food chemistry will be an advantage. The successful applicants are expected to take up their positions in January 1992 or as soon as possible thereafter.

Salary will be in accordance with qualifications and expenence in the following ranges— Junior Lecturer: F\$15:176-F\$160:18. Lecturer II F\$17310 F\$20:142. Lecturer L: F\$20:852-F\$29629. Appointments will be for fixed contract periods of 18 months.

2. FELLOW/DIRECTOR OF 15AS—POST 91/100

The University of the South Pacific Invites applications from suitably qualified persons for a post of Fellow at the University's Institute of Social and Administrative Studies (ISAS). ISAS has a main function of upgrading the skills of senior managers in the public and private sectors through training, applied research and advisory services. The person chosen, if he she satisfies certain additional requirements, may be appointed Director of ISAS. The Director reports to the Vice Charcellor for the eticient and effective operation of ISAS.

To be considered for appointment as Fellow, an applicant must have a university degree, preferably postgraduals, with at least live years' experience of service in a senior executive position in government of in the private sector. Relevant areas of competence unclude Public Administration and Management, Business Administration, Accounting and Pinance. Development Planning and Management, Development Administration, Public Policy, and international Development. Applicants should also have experience of training or leaching at the terrapry level.

Candidates for the directorship are expected to have a nuccessful record of service either in government or in industry. They must have the ability to represent the University to both regional governments and international development assistance agencies, and to direct an enterpreneurial role where possible for the Institute. The Director provides leadership both collegate and professional for the institute staff.

Salary will be in accordance with qualifications and experience in the Sentor Lecturer salary Range: F\$30311 F\$35417 and/or Reader salary range: F\$38687-F\$42705. An instrucement allowance of 20% of basic selary will be paid for the appointment to the post of Director. Appointment will be for a contract period of three years and may be renewed by mutual agreement.

The University also provide gratuity amounting to 15% of basic salary, appointment allow-ance; partly furnished accommodation at a rental of 12.5% of salary and a contribution of 10% of basic salary towards an approved superennuation scheme

Further information may be obtained from the Assistant Registrar (Staffing)—Telephone 313900. Telex: FJ2276; Fax No. (679) 303437.

Candidates should send THREE COPIES of their curriculum vitae with full personal particulars, names and addresses including fax contacts of three referees and date of availability, in order to expedite the appointment procedures, applicants are advised to ask their referees to send confidential reports directly to the University without waiting to be contact.

Applications should be sent to the Registrar, The University of the South Pacific, Suva, Pit. to reach her no laier than 15 January 1992

THE JOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies

(SEARCH REOPENED)

The Paul H.-Nitze School of Advanced international Studies (SAIS) of The Johns Hopkins University Invites applications/nominations for one International aconomics faculty position at the Johns Hopkins University Nanjing University Center for Chinese and American Studies in Nanjing, PRC. One or two semester appointment (1992-93) may be renewable. Course load will include (1) Principles of Economics and (2) International Trade and Finance. Other courses may include (1) Issues in the American Economy, (2) Comparative Economic Development, and (3) Topics in Sino-American Economic Relations. Students will be advanced Chinese students whose English is adequate for graduate course-work. Scholars holding the Ph.D. or equivalent who are specialists in the above Relds are encouraged to apply. Salaries, status, and benefits are competitive. Traveit to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified application should send a letter of application and curriculum vitae to Dr. William Speldel, Executive Director, Hopkins-Nanjing Program, SAIS, 1619 Massachusetts Avenue, NW, Washington, DC 20036-2213. They should also request three references to wrife letters on their behalf directly to Dr. Speldel. The deadline for application and reference letters is January 31, 1992. For additional information, telephone (202) 663-5808, An Affirmative Action, Equal Opportunity Employer.

The Johns Hopkins University

(SEARCH REOPENED)

Nanjing University Center for Chinese and American Studies

I. JUNIOR LECTURER/LECTURER INLECTURER I IN CHEMISTRY POST 91/49—(2 POSTS)

resentational form (fift modeling), Applications due Pebruary 15, 1992 or until position filted. Submit résumé, professional portfolio, representations of student process and names of references to: Robert Kasal, Chair, Department of Art, Portland, Oregon 97207. AA/ED employer.

Art: Studio Art, University of Alaska Princhanks. Assistant Professor, tenure track, half-dime, salary competitive, commensurate with qualifications and experience. Best in August, 1992. MFA in studio art required with teaching experience desirable. Adust maintain a nailous exhibition record. Teaching load 2 courses per year including a residual professor, the faculty program is a three-year major housed with a state of the professor of the professor of the professor. The professor of t

SCHOOL OF EDUCATION

CHAIR OF TEACHER

EDUCATION

A\$73 800 pa (A\$77 900 pa from July 1992)

Applications are invited for appointment to the Chair of Teacher Education, one of two new Chairs being established within the School of Education. The second new Chair in the field of Special Education will be advertised in

The appointee will promote excellence in teaching and research and provide intellectual and academic leadership in the preparation of teachers at all levels of schooling and in the professional development of teachers. The School offers programmes at both undergraduate and postgraduate teachers.

Applicants must demonstrate academic excellence. The appointee should not only be an outstanding educator with expertise in teaching and appropriate qualifications in education or a related field, but also have a proven record of research and scholarship in an area of relevance to teacher education. The appointee will be required to facilitate and encourage staff research in teacher education and will be expected to play a leaving sole in the equipities. and will be expected to play a leading role in the activities of the School and contribute to administration in the Faculty and the University.

Candidates should desirably have experience and expertise in interactive/collaborative approaches to research and development, and the ability to liaise effectively with diverse groups within and beyond the University.

General enquiries should be directed to the Dean of the School of Education, Professor Jonathan Anderson (Tel (618) 201 2291 Fax (618) 201 2634). Further information including selection criteria and conditions of appointment are available from Human Resources Division (Tel (618) 201 2862 Fax (618) 201 3131).

ter (618) 201 2502 Pax (618) 201 3131).

Applications, quoting Ref No 91346X, addressing the selection criteria and including a detailed curriculum vitae and names, addresses and facsimile numbers of at least three referees should be lodged, in duplicate, with the Manager, Human Resources, The Finders University of South Australia, GPO Box 2100, Adetaide, SA 5001, Australia, by 10 February 1992.

The University reserves the right not to make an appointment, or to appoint by invitation. Equal Opportunity is University Policy.

FLINDERS ADELAIDE • AUSTRALIA

THE JOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies

The Johns Hopkins University Nanjing University Center for Chinese and American Studies

15.

Center for Chinese and American Studies

The Paul H. Nitze School of Advanced international Studies (SAIS) of The Johns Hopkins University invites applications/nominations for an energy/environmental studies faculty position at the Johns Hopkins University Paralysis, Paralysis University Center for Chinese and American Studies in Naryling, PRC. One or two semester appointments (1992-93) may be renewable. Teaching on any aspect of environmental and resource policy would be ecceptable, but there is particular interest in global environmental issues, environment and development, and energy policy as it affects environmental quality. Students will be advanced Chinese students whose English is adequate for graduate course-work. Scholars holding Ph.D. or equivalent who are specialists in these fields are encouraged to apply. Salaries, status, and benefits are competitive. Travel to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified applicants should send a letter of application indicating relevant teaching experience and courses which they are prepared to teach) and curriculum vitae to Dr. William Speldel, Executive Director, Hoopkins-Nanling Program, SAIS, 1619 Massachusetts Avenue, N.W., Washington, D.C. 20036-72.13. They should also request three references to write letters on their behalf directly to Dr. Speldel. The deadline for application and reference letters is January 31, 1992. For additional information, telephone (202) 663-5808. An Affirmative Action, Equal Opportunity Employer.

list of three references to Animetica Search Committee, Department of Personnel Serv-ices. The University of the Arts, Philadel-phis College of Art and Design, Broad and Plac Streets, Philadelphia, Pennsylvania 19102. Desdline for the receipt of applica-tions: March 16, 1992. The University of the Arts is an Equal Opportunity Employ-er. teopies acceptable), three letters of recom-mendation and examples of writing. Dead-line: February 11, 1992. Women and minor-ties are encouraged to apply. Action and Equal Opportunity Employer.

Art/Ceramics: University of Alaska Fair-banks, Aasislant Professor, tenure track, salary competitive, commensurate with qualifications and experience. Begin Au-gust 1992. MFA in ceramica with teaching experience desirable. Requires teaching all levels of ceramics as a component of a BA/ BFA in Art, as well as maintaining the co-restrict Excites that trajectation of the re-BPA in Art, as well as maintaining the co-rands racilly. Must maintain an active na-tional cahibition record. Women and min-tion desditing February 6, 1992. C.A. Inter-views of finalists may be arranged. Include letter of intant, statement of teaching phi-losophy, vite, three letters of recommenda-tion, 20 sides and self-addressed stamped envelops to: A. W. Brody, Chair, Art De-partment, 307 Fige Arts Complex, Univer-sity of Alaska Fairbanka, Pairbanka, Alas-ka 99715-2000. The University of Alaska is an BO/AA Employer and Educational lo-atitution.

Ari Education: Tenure track position. Pall 1992. Teach Art Education elementary and secondary method sistement et enchers. Required: Ph.D., Ed.D. in Art Education (s.b.d. considered). Rank: Assistant/Associate. Contact: Dr. Bonnie Biack, Post Office Drawer 1928, Askansas State University, State University, Arkansas 72467. Provide current vita, transcripts

Art History: Alaska Nativo Art, University





University of Rochester School of Nursing

The University of Rochester School of Nursing continues to be a leader in the nursing profession by developing innovative programs in education, research and practice (unification model). The School of Nursing has an enrollment of 470 students (undergraduate, graduate and doctoral). The continuing development of the unification model now includes a new Community Nursing Center in addition to the historic relationship with Strong Memorial Hospital. The unification model offers unique opportunities for facultyladministrators seeking to integrate research, education and practice.

The following position is available:

Chair of the Division of Health Restoration

Responsibilities include: Coordination of the Division's academic programs; promoting professional development of faculty; facilitating research to enhance the division; and management of personnel, budgets and resources. In addition, the Chair interfaces with clinical services in the Medical Center and community. The Chair of the Division of Health Restoration reports to the Associate Dean of Academic Affairs, Qualifications: Doctoral degree with Master's in nursing preferred; experience in teaching, practice, research and administration; credentials commensurate with tenure, or potential for tenure, appointment at the rank of Associate Professor or Professor; and eligible for NYS licensure as a Registered Professional

Send letter of application and resume to:

Margaret Briody, M.S.N., R.N., University of Rochester School of Nursing, 601 Elmwood Ave., Box HWH, Rochester, NY 14642

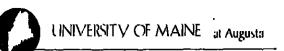
An Equal Opportunity Employer

FULL-TIME FACULTY OPENINGS 1992-93 ACADEMIC YEAR

EEO/AA Employer

Art History: Art Historian, rank open, for a contiguing appointment in ancient and made and interest and inte

ure-track appointment for Academic Year 1992-93 as Assistant Professor of Aris Managament, occlusions Full 1992. The College of Aris and Sciences Department of Performing Aris contains four divisions dance music, theatre, and arts management. The Aris Management Division is a rapidly growing stratuste program, with over 15 majors. Qualifications: Master's Degrees influences to the Aris Management Master's Degrees individually and administration experience in marketing, find raling, and/or public relations a plus, refor teaching experience necessary. Responsibilities: teaching graduate-level aris management courses plus understanduate courses in an area of specialty (i.e. dance, music, or theatre); supervising straduate that management follows; thesis supervision; advising arts management department graduate aris management follows; thesis supervision; advising arts management department graduate arts management follows; the product of th



FACULTY POSITION IN MUSIC

The University of Maine at Augusta is seeking an Assistant Professor of Music to fill a full-time, tenure track, academic year position in Jazz Studies and any of the following: Piano, Double Bass/Electric Buss or Drums/Percussion. Responsible for teaching core curriculum music courses in the Jazz and Contemporary Music program including lecture courses, lessons and ensembles and advising undergraduates. Emphasis in performance area and theory-related courses, including harmony/jazz theory, transcription, form and analysis. Teaching responsibilities may include other jazz-related areas, pedagogy and/or MIDI and computer applications. Must pursue an active program of recruitment and public service, service on University committees and scholarly or professional activities. Willipgness to use alternative delivery systems (e.g., interactive instructional television and computer-based learning systems) is essential as well as a willingness to teach non-traditional students. The normal teaching load is twelve credits, Must be accomplished teacher and performer of jazz plano, double bass/electric bass or drums-percussion. Master's required, doctorate or ABD preferred. College teaching experience and strong performance skills required, MIDI and/or instrumental/vocal pedagogy experience desirable. Background in European classical music and/or ethnomusicology. Must be available September 1992. Salary will be mid to upper twenties.

UMA is one of seven campuses in the State University System and offers two-year as well as baccalaureate degrees, including 2-year programs in art, architecture and music, and a 4-year program in Jazz and Contemporary Music. This commuter campus and its off-campus centers serve approximately 5,000 students, 90 of whom are majors in the music program. The mission of UMA is to serve both regional and statewide constituencies as the Community College of the University of Maine System. Instruction is delivered at on-campus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capital of Augusta which is midway between the scenic coast and the mountains/lakes regions of the state.

Review of applications will begin February 17, 1991. Position will remain open until filled. Application Procedure: Do not send tapes now. Please send letter of application; current résumé; transcripts; and the names, addresses and phone numbers of three current professional references to:

Chair, Music Search Committee College of Arts and Sciences University of Maine at Augusta Augusta, Maine 04330

THE UNIVERSITY OF MAINE AT AUGUSTA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

FACULTY POSITIONS

Department of Curriculum & Instruction

Five tenure-track faculty positions in the Department of Curriculum & Instruction, Portland State University, Portland, Oregon. The Department supports: (a) a graduate, fifth-year M.Ed. teacher preparation program; (b) an academic M.A.M.S. program; (c) certification in Library/Media and Reading; and (d) doctoral degrees in teaching, learning, and leadership. Department faculty contribute, through teaching, advising, and supervision, both to professional certification programs and to academic programs, and conduct an agenda of scholarship appropriate for a doctoral degree granting institution. An earned doctorate is required. Scholarship is broadly defined to include non-traditional modes of inquiry, particularly action research in collaboration with local public schools, inner-dity community organizations, and other educational institutions. Applicants are expected to have at least 3 years of successful, certificated school teaching experience. The Department conducts substantial activity on education for pupits at risk of not completing schooling. New faculty will participate in the further development and implementation of the doctorate. The Department has identified needs in the following areas, although strong applicants in other areas of Curriculum and instruction will be considered:

Urban and/or Multicultural Education
Urban and/or Multicultural Education
Curriculum Theory, Curriculum Development
Elementary Social Studies, Elementary Mathematics
Reading and Writing
Psychology of Teaching and Learning
Teacher Education Program Reform and Development
Integration of Special Needs Populations
Middle School Program Development
populationals are at the Assistant Development

Prictale School Program Development

The appointments are at the Assistant Professor level, effective Sept. 16, 1992, for nine month periods. Salary is dependent upon qualifications and experience. Applicants should submit a letter of application discussing intentions and qualifications, a curriculum vitae, three to tive letters of reference, and samples of scholarly work. All applications must be postmarked by February 15, 1992. Review of applicants will begin February 19, 1992. Portland State University is an Equal Opportunity and Affirmative Action Employer. Portland State University is committed to diversifying its work force and strongly encourages applications from women, minorities and individuals with disabilities.

Mailing Address: Chair, Search Committee, Department of Curriculum and Instruction, Portland State University, P. O. Box 751, Portland, OR 97207.

cations and experience, subject to final budgetary approval. Soind curriculum visae, three letters of recommendation and other supporting date to veterie B. Morris, Chair, periment of Ferfurning Arts, The American University, Washington, D.C. 20016-8033, Review of applications begins provided by the Chair, Soing Carlot Chair, Soing Carlot Chair, Soing Carlot of the Arts, Singon Canter for the Arts, Chair and will continue until candidate is acteded. An EROMA University Minaging and acceptance of the Arts, Singon Canter for the Arts, Carlot Chair, Soing Carlot and Soing Carlot a

Seattle University

Seattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

SCHOOL OF EDUCATION

Seattle University, a Jesuit institution founded in 1891, is the larger independent university in the Northwest with an enrollment of 47% students. The School of Education is one of six Schools/Colleges within the University. The School consists of five departments: Teacher Education, Administration and Adult Education, Educational Leadership (doctoral program), Counselor Preparation, and Curriculum and instruction and the unit enrolls approximately 600 students pursuing graduate degrees and/or certification programs for teachers, counselors, achool psychologists, principals, superintendents, administrators, and adult educators.

All candidates must have an earned doctoral degree, relevant universitylevel teaching experience, value compatibility with University's Calholic
and Jesuit educational mission. Solary for each position is commensurate
with experience and qualifications. Positions are contingent upon final
administrative approval. Seattle University is an equal opportunity, affirmative action employer. The School of Education actively solicits applications from
nomen and candidates from under-represented groups in order to promote the
diversity of its approaches to education and research.

The University is approached to education and research.

The University is currently inviting applications and nominations for the following positions in the School of Education:

following positions in the School of Education:

TEACHER EDUCATION (Position available: August or September 1971)
Department of Teacher Education (Tenure-track, Assistant/Associate Professor) Program: The newly created Master in Teaching Prugnam prepares students for initial certification. Students proceed through the program as a cohort with two groups of approximately 48 students entering the program annually. An integrated program, the courses are lean taught by faculty; numerous field experiences are included, requiring collaboration with public and independent schools. Qualifications Detorate in Teacher Education, Curriculum and Instruction or closely reladed area. Evidence of excellence in teaching with a strong general bacground in Teacher Education. Ability to work and teach effectively in team settings; demonstrated successful experience in K-12 school settings Preferred—Knowledge and skills in applied research. Candidates with specific areas of expertise should highlight those in their applications. Summer teaching is additional and generally expected. Letters of application postmarked by February 10, 1992, will receive full consideration. COUNSELOR PREPARATION (Position available: September, 1992) tion postmarked by February 10, 1992, will receive full consideration. COUNSELOR PREPARATION (Position available: September, 1993) Department of Counselor Preparation (Tenure-track, Assistant/Associate Professor). Qualifications: Dietorate in Counselor Education or Counseling Psychology, K-12 experience (school counseling preferred) plus demonstrated teaching skills (core theory and skills courses), ability to supervise practicum courses, ability to perform as a team member in program development. Preferred—Competence in research and statistical methods, developmental psychology, child counseling, and tests and measurements. Summer teaching is additional and generally expected. Letters of application postmarked by February 22, 1992, will receive full consideration.

consideration.

DOCTORAL STUDIES (Position available: June 15, 1992, and no later than July 1, 1992) Doctoral Program in Educational Leadership (Tenurtrack, Assistant/Associate Professor). Responsibilities: Team teaching doctoral program and teaching, other graduate courses in the school supervising graduate field experiences, directing dissertations, projects and independent studies. Summer school and regular academic year weekend teaching is required. Qualifications: Doctorate in Educational Leadership or Administration or closely related field. Successful graduate education teaching experience; demonstrated ability to establish and maintain high academic standards within a personal and fledde framework; demonstrated ability to work effectively in team settings demonstrated ability to work effectively in team settings demonstrated ability to supervise ductoral dissertations and project, including evidence of skills in qualitative and quantitative research methods. Preferred—Graduate education team teaching experience, lettered application postmarked by February 10, 1992, will receive full consideration.

To apply for the above positions, send letter of application, vila, and names, addresses, and telephone numbers of three current references to Margaret M. Haggerty, Dean, School of Education, Seattle University, Seattle, Washington 998122. (Fax: (206) 296-2163).

Assistant Professor **Community Health Nursing**

Tenure track nursing faculty position in Community Health Nursing for August, 1992 at the Intercollegiate Center for Nursing Education of Washington State University, Eastern Washington University, and Whitworth College is consortium). Master's in nursing and doctorate in appropriate field required. Focus in family nurse practice preferred. Instructional opportunities in both baccalaureate and master's programs. Send résumé or nominations postmarked by March 1, 1992 to:

Associate Dean, Reference #CHE0001 Intercollegiate Center for Nursing Education W. 2917 Ft. George Wright Drive Spokane, WA 99204 (509) 325-6138

Washington State University is an EO/AA employer and educator.

Protected group members are uncouraged to apply

Asian American Studien: Postdoctoral | found, Wayne State University is an Equil Teaching Pellowship at Stanford University Connecticative Affirmative Action Employee ty. See Hating under Multicultural Studies.

Athletica: Athletic Coach I. Wayne State
University has a full-time position available
as Head Football Coach. Reaponsibilities:
Organize, plan, direct, coordinate and evaluate aff aspects of the football program; and
related duties as assigned. Qualifications:
Bachelor? a dagree required, Master's degree preferred; infaimum five years' coaching experience with at least three years' on
collegiste level required; evidence of abiliy to recenit antidot-abilities required;
demonstrated fund-rabising experience preferred; difficulty communication skills required; alroag commitment to academic
auccess of student-athletes required;
auccess of student-athletes required;
auccess of student-athletes required;
auccess of student-athletes required;
auccess of student-athletes
auccess of

Athletics: Head conch women's vollerbill in top-ranked competitive NAIA purposa, and teach physical education or other signment related to skills. Temporary rotion during study leave, one year repeable to three. M.A. and coaching experience required. Fresoo Pacific College is a Cristian liberal arts college; is in Cristian in the state of th

CALIFORNIA STATE UNIVERSITY, FRESNO TENURE-TRACK FACULTY POSITIONS **1992-1993 ACADEMIC YEAR**

The University is currently searching to fill the following tenure-track positions. Filing dates vary somewhat but are generally in January or February 1992. The positions are available August, 1992. Cardidates must possess the doctorate or appropriate terminal degree. For more information contact the person indicated. CSUI' is an Affirmative Action. Equal Opportunity Employer, applicants will be considered without regard to their race, religion, color, national origin, sex, age, or physical handicaps within the limits imposed by law. Strong preference will be given to candidates with the ability to relate to an ethnically diverse student population.

California State University, Fresno is one of 20 campuses of the California State University. Current enrollment is approximately 20,000 students on a 1,400 acre campus. Metropolitan Fresno, with a multi-ethnic population of over 600,000 is located in the heart of the San Joaquin Valley on the western edge of the Sierra Nevada Mountain Range. The community offers affordable housing, progressive schools, a breadth of cultural and recreational opportunities, and a pleasant social and physical environment. Centrally located, Fresno is within easy driving distance of San Francisco, Los Angeles, Yosemire, Kings Canyon, and Sequoia National Parks, the Monterey Peninsula, Lake Tahoe, beaches, sailing lakes and numerous ski resorts.

SCHOOL OF AGRICULTURAL SCIENCES AND TECHNOLOGY

(Dr. Charles Smallwood, Dean)

Enology, Food Science and Nutrition: One position in Food, Nutrition and Dieterics, serves as Director of the Dieterics and Food Administration option.

Plant Science and Mechanized Agriculture: One position in Agronomy.

SCHOOL OF ARTS AND HUMANITIES

(Dr. Luis Costa, Dean)

Journalism: One position in Public Relations/Advertising.

Musle: One position in Elementary Music Education; also directs a Chotal Ensemble.

BULLETIN BOARD: Positions available

SCHOOL OF BUSINESS AND ADMINISTRATIVE SCIENCES

(Dr. Joseph Penbera, Dean)
Finance: One position in one or more of the following areas of expertise is preferred: financial services and insurance, financial institutions, financial management, business economics, and real estate.

Management: Two positions: One to be appointed as the Edward Reighard Professor of Management; one in Human Resource Management.

SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT

(Dr. Barbata Burch, Dean)
Counselling and Special Education: One position in Counsellor Education with specialization in Rehabilitation Counselling. Two positions in Special Education with one specialization in Learning Handicapped and one specialization in Severely/Learning Handicapped.

SCHOOL OF HEALTH AND SOCIAL WORK

(Professor Richard Ford, Dean)
Nurslag: Three positions: One in Nursing Leadership and Management, one for a Family Nurse Practitioner and one for a Department Chair.
Social Work Education: One position for Human Behavior and Social Environment/Practice.

SCHOOL OF NATURAL SCIENCES

(Dr. Kin-Ping Wong, Dean)
Psychology: One position in School Psychology to assist the supervision of master's level School Psychology graduate program and to teach undergraduate and graduate classes in related areas.

SCHOOL OF SOCIAL SCIENCES

(Dr. Peter Klassen, Dean)
Criminology: One position: Specialization in one or more of the following areas: (1) Institutional and community corrections, including special incarcerated populations (women, minorities, and youth); juvenile delinquency and the juvenile justice system. (2) criminal, correctional, juvenile, and constitutional law; expertise in victim's rights and jurispendence desirable or (3) victimology, victim services, family violence and legal/social policy, with special and jurispendence desirable or (3) victimology, victim services, family violence and legal/social policy, with special

and jurisprudence desirable or (3) victimology, victim services, family violence and legal/social poncy, with special emphasis on nunority-ethnic issues.

Geography: One position for teaching Geographic Information Systems and Computer Cartography and for conducting research in urban/seconomic geography.

Women's Studies: One position. One-half time coordinating the program, one-half time teaching Women's

CALIFORNIA STATE UNIVERSITY, FRESNO 2671 E. Beratow Fresno, CA 93740 (209) 278-4240

UNIVERSITY OF GEORGIA

Tenure Track Position in Educational Leadership

The Department of Educational Leadership at the University of Georgia has a tenure track vacancy for a faculty member whose preparation and scholarly interests are school leadership and instructional improvement. An eamed doctorate in educational leadership fadministration and supervision) or proxi-mate area is required. The successful candidate will be expected to teach and mate area is required. The successful candidate will be expected to teach and conduct research in school leadership, e.g., building teams, reaching consensus on goals, solving problems, resolving conflict, and developing staff knowledge, skills, and commitment. Preference will be given to candidates who have teaching experience in higher education, leadership experience in an elementary-middle-secondary school, and who have initiated a program of scholarship. Appointment will be made at the assistant professor rank at a competitive academic year salary with some opportunity for summer teathing. Some off-campus teaching will be required. Faculty members are expected to be outstanding teachers, have their own program of research, advise graduate students and direct doctoral research as well as contribute to the development of departmental programs.

Employment will be the September 1992 Applications received by Edituate the contributes of the programs.

Employment will begin September, 1992. Applications received by February 28, 1992 are assured of consideration. Candidates should send a letter of application and a vita and have three letters of recommendation (or placement credentials) and a transcript of their highest graduate degree work sent to: Don Carver, G-10 Aderhold Hall, University of Georgia, Athens, GA 30402

The University of Georgia is an Equal Opportunity, Affirmative Action Employer and applications from qualified minority and ternale candidates are encouraged.

include teaching Health Education and Health Related Fitness courses, Head Women's Basketball Coach and an additional coaching assismment in another sport. The accessful candidate must demonstrate a knowledge of the same of basketball, recruiting abilities and a dedication to the development of the student-ability and regulations. Buena Vista is a private, four-year college with a full-line enrollment of suproximately j.000 students. The college is located in Storm Lake, a pleasant northwest lowa community of 9,000 simuted on the shores of a 3,300 simuted on the shores of a 5,300 simuted on the shores of a strained, the names and telephone numbers of a lasst three references, and a formal letter of application to Benjamin B. Donath, Associate Dean of Faculty, DE-117, Büsena Vista College, Storm Lake, lows 3088, Materials should be aubmitted by Jamuary 24, 1992, EOE/AA:

CARNEGIE MELLON UNIVERSITY

Graduate School of Industrial Administration

Visiting Position in Marketing

The Graduate School of Industrial Administration at Carnegle Mel-ion University is seeking senior and junior faculty for one or more and junior faculty for one or more visiting positions in the Marketing Area for the 1992-93 academic year. We are seeking active schol-ars whose research interests and experience will provide opportu-nities for interactions with faculty in marketing and other areas. Car-negie Melion encourages interdis-ciplinary research; exciting op-portunities exist for projects with a variety of laboratories, centers, and institutes in GSIA and across campus.

Please contact Professor Peter H. Farquhar, GSIA Box CH1, Carne-gle Mellon University, Pittsburgh, PA 15213; (phone) 412-268-8838, (fax) 412-268-6837.

Carnegie Mellon University is an equal opportunity, affirmative action employer with a strong interest in identifying women and minority applicants.

ucation and Athletics and knowledge of the NCAA rules and regulations required. Bate cellent organizational, communication and interpretaonal skills seccessary. Salary is competitive, commensurate with qualifications and experience. Nominations or letters of application. a compilete vita, official transcript and a milimum of three current letters of recommunication should be autimited no later than Rebutary 3, 1992 to: Ms. Marte Santiago, Human Resource Mannaer, State University of New York at Oswego, 410 Cultum Hall, Oswego, New York 13126, SUNY College at Oswego is

TEACHING FACULTY RHODE ISLAND COLLEGE

Established in 1854, Rhode Island College is a comprehensive multi-purpose public college located in Providence, the State capital. The College's principal mission is the education of students in the arts and sciences as well as the preparation of professionals for education, nursing, medical technology, social work management and technology.

Approximately 9,500 students are circulted, of whom about half are full-time undergraduates, and one-third part-time undergraduates seeking BA, BFA, BGS, BM, BS, or BSW degrees. About 2,000 students are circulted in graduate programs seeking MA, MAT, MEd, MS, MSW and CAGS degrees. The Providence metropolitan area has a population of nearly a million and supports a wide range of business, commercial, transportation, communication, education and cultural activities. The academic and cultural resources of Boston, New Haven, and New York City are conveniently accessible by rail from

The College is situated about three miles from the central business district on 125 acres with 26 modern buildings including arthetic and recreational facilities. About 850 students live in the College's residence halls, with the balance communing.

FACULTY OF ARTS AND SCIENCES

Biology
Teach introductory and advanced courses in Developmental and Molecular Biology (tenure track).
Application deadline February 3.

Chemistry
Teach undergraduate courses as Analytical Chemistry, Instrumental Methods of Analysis and General Chemistry. May reach Organic and Isiological Chemistry, conduct vigorous research program with undergraduate students (tenure track). Application deadline February 3.

Develop and teach undergraduate courses in 4th Generation Computer Languages and Management Software, Networking, Expert Systems and Management Information Systems. Business/industrial experience required (Three-Year Term). Application deadline February 3.

reach introductory Composition and/or Literature courses, upper division courses in area of specialization, and includes coordination of business writing and composition programs (tenure track). Application deadline February 3.

Teach African/American minority, ethnic, and/or non-western (especially African) literature courses, upper division courses in area of specialization (tenure track). Application deadline February 3.

Printerly
European and American Labor and Intellectual/Radical History with preference for continental emphasis on
Britain and France. Teach undergraduate and graduate course in Comparative History (tenure track).
Application deadline February 7.

Mathematics/Computer Science
Teach a variety of graduate and undergraduate courses in appropriate area. Expertise in mathematics education, geometry, computer science, statistics, applied math or integration of math in the college curriculum (Three-Year Term). Application deadline March 18.

Teach a variety of graduate and undergraduate courses in appropriate area. Expertise in mathematics education, geometry, computer science, statistics, applied math or integration of math in the college curriculum (tenure track). Application deadline March 18.

Appointments available in all specialties. Must hold a current R.N. Litense (three tenute track; two Three-Year Term). Application deadline March 16.

Political Science
Teach Comparative/International Politics with emphasis on politics of highly industrialized societies (tenure track). Application deadline February 3.

Psychology
Teach graduate and undergraduate courses in Research Methods and Developmental Psychology and Methodology and Child and/or Adolescent Psychology and related areas. Conduct research and supervise student research. Prefer a focus related to multi-ethnic and diversity issues (tenure track). Application deadline February 3.

SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT

Counseling/Educational Psychology
Teach graduate and undergraduate Educational Psychology courses in the Teacher Certification Programs
MA and CAGS Programs leading to psychology certification (tenure track). Application deadline February

Elementary Education
Teach graduate and undergraduate courses in Social Studies (2 positions), Language Arts (1 position),
Math (1 position), Includes teaching the introductory course in elementary education, graduate level course
work and 3 years' experience in elementary school teaching in area of specialization. (Math—Two-Year
Term; Social Studies, Language Arts—tenure mack). Application deadline February 3.

Secondary Education

Train secondary science teachers, in-service training of professional secondary education, curriculum development in science education, teach college level courses in area of expertise. Requires three-plus years' secondary school teaching, advanced degree in one of the physical sciences preferred (tenure track). Application deadline February 3.

Teach courses which prepare History and Social Science majors for careers as Secondary Social Studies teachers. Doctorate in History or appropriate Social Science discipline or in Social Studies Education; secondary teaching experience. Joint appointment in History or social science department possible (tenure track). Application deadline February 3.

SCHOOL OF SOCIAL WORK

Social Work—Master of Social Work Programs
Teach courses in Social Work Practice, Human Behavior in Social Environment. Actively engage in scholarship, community service relevant to social work, and committee work in School and College. Generalist perspective. MSW required; doctorate preferred (One-Year Temporary). Application deadline

CENTER FOR INDUSTRIAL TECHNOLOGY

Industrial Technology
Teach Productive Planning and Control Systems. Structure of Industrial Competition, MRP II. Just-InTime Manufacturing. Contemporary Manufacturing Issues and Strategues, and Manufacturing Excellence
within the Bachelor of Science and Master of Science Programs. Requires substantial experience in
industry and management responsibilities, earned professional certification and 5 years' teaching experience
at the college level (Three-Year Term). Application deadline February 3.

Appointment at the rank of Assistant Professor. Doctoral degree (or appropriate terminal degree) and documented evidence of teaching excellence, scholarly research and academic accomplishments are required for all tenure track appointments and preferred for all temporary appointments. All degree requirements must be completed by September 1, 1992. Salary is competitive; very attractive fringe benefit package. Application Procedure: Send letter of application, résumé, and three current letters of reference (specify position for which you are applying) to Office of Personnel Services, Rhode Island College, Providence, Rhode Island College, Providence, Rhode Island 02908.

An Affirmative Action, Equal Opportunity Employer



RHODE ISLAND

climate change risks—specific projects that might be considered include estimating the environmental benefits of reducing climate change risks and the design of valid indicators of climate change; to provide scientific input, analyses and assistance on issues releted to global warming and climate change within Will—those issues might include, for exemple, the validity of alternative climate change models, the roje of feedback mechanisms in influencing climate change models, the roje of feedback rechanisms in influencing climate change of climate change in the climat



Temple University College of Education

Temple University is a senior, comprehensive, public research university located in the Philadelphia metropolitan area. The current enrollment is approximately 31,000 students. The College of Education seeks to fill three tenure track faculty positions effective September 1, 1992. All positions require an earned doc-torate. Salaries will be commensurate with qualifications

School Psychology. The Department of Psychological Studies in Education seeks to fill a tenure track position in the School Psychology program. Temple University's School Psychology program has full APA accreditation. Preference will be given to applicants who are certified school psychologists and are licensed or eli-gible for licensure in Pennsylvania. The responsibilities associated with the position include: supervise doctoral dissertations, teach graduate courses, provide clinical supervision and establish a program of research preferably on issues related to education in urban schools. An interest in pre-school assessment and intervention is preferred. Rank is at the assistant professor level.

Education Leadership and Policy Studies. The Department of Educational Leadership and Policy Studies is seeking a highly talented individual to fill a tenure-track position of Assistant Professor of Educational Administration. The Department seeks to strengthen its emphasis on field-based, applied research on significant issues related to urban education organizations, management and leadership. Candidates must have a record of scholarship or a demonstrated ability to conduct educational research. Experience as an administrator, especially in an urban area, is desirable. Areas of specialty are open.

Urban Education. The Department of Educational Leadership and Policy Studies seeks to fill a tenure track position at the Assistant Professor level in the area of urban education. The Interdisciplinary Urban Education Program Incorporates faculty and courses from African-American studies, anthropology, business, economics, geography and urban studies, sociology, and education. Candidates may come from any of these disciplines, or from any related field, as long as the major focus of interest is the urban environment and its impact on urban schools. A strong commitment to field-based research in urban schools is highly desirable.

Applicants interested in any of the above positions should send a letter of application including a current should send a letter of application including a current via containing the names, addresses, and phone numbers of at least three references who have been asked to forward letters of recommendation.

Materials should be sent to: Search Committee, c/o Dr. Trevor E. Sewell, Acting Dean, College of Education, TEMPLE UNIVERSITY, Philadelphin, PA 19122.

Applications will be reviewed beginning February 28, 1992 and continue until the positions are filled. Temple University is an equal opportunity/ affirmative action employer. Women and ethnic minorities are especially encouraged to apply.

Choose

TEMPLE



BUSINESS LAW (Lecturer)

Must have JD or LLM in hand.
Will require teaching at undergraduate and MBA levels. Send resumés to:

DR. WILLIAM THOMAS
CHAIRMAN, DEPARTMENT OF ACCOUNTING AND BUSINESS LAW
BAYLOR UNIVERSITY, P. O. BOX 98002
WACO, TX 76798-8002 Application Deadline March 1, 1992

Baylor University is an Equal Opportunity Employer.

Biochemistry/Flant Science: College Assistant Professor. This position in a non-tenure track faculty position in the Department of Entomology, Flant Fathology, and Weed Sciences in the College of Agriculture and Hong Renomics at a southwastern university. The Jaboratory's mission is to conduct state-of-the-art hand believes the contest of the contes

biochemistry course per week. A candidate with a Ph.D. degree in Moleculer Biology/Biochemistry and four years of relevant postdoctomal experience in biochemistry and moleculer biology of plant oil biosynthesis allow 328,125/year. Sand application fetter, current résumé, and the names of three references to New Mexico Department of Labor, CC 1006, 226 South Ahmoeds 31rept, Las Crues, New Mexico 38001; Job order 334073. EEDAAA.

Biological Sciencess Teach laboratories in Human Anatomy and Histology and some introductory blokogy courses. M. S. destreo required with some specialization in human assistance and physiology and some specess-rist college teaching experience. Salary dependent upon experience and qualifications, Four-year renewable contract track. Vesition available September 1, 1992. Applicants should send resumé and mores,

Department Head & Professor Department of Civil and Architectural Engineering

DREXEL UNIVERSITY

The College of Engineering at Drexel University invites applications and nominations for the position of Head, Department of Civil and Architectural Engineering, preferably effective July 1, 1992. Draxel is a 100-year old cooperative educational institution in Philadelphia, which is centrally located in the Northeast Corridor. Drexel University has a total enrollment of 11,500 undergraduate and graduate students in its day and evening programs.

Responsibilities include. Educational leadership of the undergraduate and graduate programs; leadership in the development of departmental sponsored research and an expanded liscal and resource base; Representation of the department of campus, to industry and governmental agencies; Development of interdisciplinary programs; Teaching at the undergraduate and graduate

it is preferred that candidates possess the following qualifications: A record of teaching at the college level, scholarly achievement and funded research experience that would merit appointment as a full professor with tenure; An earned Ph D. with at lesst one degree in Clui Engineering: Administrative skills and experience with proven leadership abilities: Demonstrated ability to attract funding from public and/or private sources; Commitment to function in an interdisciplinary environment; Possession or eligibility to obtain professional license.

al license.

The Department is one of five in the College of Engineering and consists of 17 full-time faculty, 500 undergraduate and 150 full and part-time graduate students. A rapidly growing Architectural Engineering undergraduate program has been established and accredited with plants to offer graduate degrees in the near future. M.S.C.E. and Ph.D. degrees are offered in the areas of coastal engineering, engineering geology, geotechnical and geosynthetic engineering, bighway and materials engineering, structural engineering and mechanics, water resources and environmental engineering. Annual external funding for faculty research programs has averaged over \$1 million for the last five years. Screening of applications will begin immediately and will continue until the position is filled. Applicants should send a résumé, names and addresses of three professional references, and other supporting information to:

Dr. Harry G. Harris, Chair Search Committee Department of Civil and Architectural Engineering Drexel University Philadelphia, Pennsylvania 19104

Drevel University is an equal opportunity, affirmative action employer. Women and minor-tites are encouraged to apply.

The Knight Distinguished Professorship of Public Policy **UNC CHARLOTTE**

The University of North Carolina at Charlotte, a growing urban university enrolling over 15,000 students, is located in an expanding metropolitan region of more than 1.5 million people. The University has just established the Knight Distinguished Professorship of Public Policy and seeks qualified applicants for this senior-level position.

Candidates must be well-published, experienced in securing extramural support, and nationally recognized as leaders in the public policy
field. The successful candidate will be expected to provide leadership
in developing an inter-disciplinary public policy program at the master's and doctoral levels. Teaching responsibilities will be in the public
policy program in both undergraduate and graduate courses. Additionally, the Knight professor will be expected to develop, in conjunction with the UNCC Urban institute, research and community activities
that have as their purpose the development of a regional response to
pressing public policy concerns.

Areas of preferred appointization include: regional development of

Areas of preferred specialization include: regional development to include planning, land use and transportation policy; public management to include capacity essessment, capacity building and program analysis and evaluation for local governments; and/or social policy analysis to include education, justice, public safety and family policy areas. The appointment will be in the Department of Political Science or, if appropriate, in the department of the successful candidate's academic area. Competitive salary and benefits package and a recation, résumé, and the names and telephone numbers of three references to:

Knight Distinguished Professor Search The Urban Institute UNC Charlotte Charlotte, NC 28223

To be given full consideration, applications should be received by February 29, 1992, although the search will continue until the position is filled. AA/EOE.

addresses, and telephone numbers of three references to: Professor Terry Kelser. Department of Biological Sciences, Ohio Northern University, Ada, Ohio 48810, Deadline is March 1, 1992, or null a suitable candidates is identified. AA/EOB.

Biological Sciences: University of Ouam, Zoologist: The University of Guam is recruiting at the Assistant/Associate Professor level for a full-line of control of the professor level for a full-line of control of the professor is a suitable professor in professor is a suitable professor in professor is a suitable professor in pr

constant; the University of Guant is recruthing at the Assistant/Associate Profesacr level for a full-lime (9 months) Ph. D.
Blokesist, preferably with post-doctoral experfence. Expertise in Population and/or
level of the Professor of the Comparative Anatomy, Evolution, and an upper division
or straduate course in the area of expertise,
An active, Evolution, and an upper division
or straduate course in the area of expertise,
An active research promain in aupport of
our M. S., degree (Biology) is expected. The
opening in floxible and can be a one, two, or
three-year tenurs or non-tenure track position. Stond curriculum vitae, a statement of
teaching and cessor; interests, reprints,
and three letters of reference to Dr. Brusst
A. Matison, Biology Search Committee, clo
Personnel Services Division, UOG Statlon,
Mangilso, Guam, 9692. (Tel: 1671) 73491099533; fax; (671) 734-31[8. For infarmation about Guam and UOG, contact Dr.
John Ridder at 1-800-821-9233 (Mz. 236-3801332; E-Mail Irrides@cue.ports.com).
UOG is an affirmation school proport.

Biological Sciences Fachity position. The

pecced to assume responsibility for undergraduate courses in Environmental Biology. Animal Behavior, Invertebrate Zoology and Vertebrate Zoology; the last dree are taught on an alternate year basis. To be comsidered, an applicant must have a Ph.D. degree and strong interest of freshman instruction. Individuals inferested in educational research which focuses on methods for improving student understanding of bloigical concetts are encouraged to apply. Opportunity also exists for papilelepathon in a new program leading to teaching cardination in flour areas of science at the secondary level. Applications to consideration must be received by Pertuary 1, 1923, and abould consist of the following: (1) a lester of application addressing the above criteria, (2) a complete resume including a current transcript, and (3) games, addresses and tolephone numbers of three references, all application andressing the above criteria, (2) a complete resume including a current transcript, and (3) games, addresses and tolephone numbers of three references, all application problems of probability of the problems of problems of the problems of problems of the problems of problems of the problems of the



UNIVERSITY

LOCK HAVEN UNIVERSITY

Lock Haven, Pennsylvania

Part-time and/or Full-time Temporary Faculty Positions

Lock Haven University invites applications for part-time and/or full-time temporary faculty positions for the Fall 1992 and/or the Spring 1993 semesters. These positions are at the instructor level and require at least a master's degree. Candidates with doctoral degrees can be appointed at the Assistant Professor level for full-time positions. Successful applicants may have some or all of their teaching assignment at Lock Haven's branch campus in Clearfield. Other requirements are listed with each discipline. Send letter of application, résumé, and the names, addresses and telephone numbers of three references to the person indicated for the specific position at: Lock Haven University, Lock Haven, PA 1745. Review of applications will begin February 1, 1992 and continue until the positions are filled. Lock Haven University is an Equal Opportunity, Alfirmative Action Employer. Minority and women candidates are encouraged to apply.

COLLEGE OF ARTS AND SCIENCES

DEVELOPMENTAL PSYCHOLOGY—Two positions (one full-time, and one three-quarter time), 1992-93 academic year. Responsibilities for both positions include teaching introductory psychology, child, adolescent, and other higher level developmental courses such as one specific to early childhood. The three-quarter time position (full-time in fall, half-time in spring) will include teaching responsibilities at the Clearfield Branch Campus and may be extended to full-time. Completion of all requirements for Ph.D. is normally expected by the beginning of the appointment. Previous college teaching experience is required. Contact: Dr. James Bean, Chairperson, Psychology Search Committee.

MARKETING/MANACEMENT—Three-quarter line with exceptibility.

MARKETING/MANACEMENT—(Three-quarter time with possibility of full-time, 1992-93 academic year.) Teach a broad range of marketing and management courses. Relevant teaching and/or professional experence along with an interest and ability to develop courses which support the institution's special mission in international education is considered important. Terminal degree in marketing is preferred; exceptionally well-qualified candidates holding MBA/MA with marketing major considered. Assignment may be at the branch campus in Clearfield. Contact: Dr. Robert Seyfarth, Search Chairperson, Department of Computer Science, Management Science, Accounting.

MATHEMATICS—Two positions (full-time, 1992-93 academic year). Teaching assignment for the first position will consist of traditional undergraduate mathematics courses. Ph.D. in Mathematics is preferred. Teaching assignment for the second position will consist of developmental and/or general education mathematics courses at the branch campus in Clearfield. Evidence of successful college teaching experience required. Contact: Dr. James K. Strayer, Chairperson, Search Committee for Mathematics.

PHYSICS—(Full-time, 1992-93 academic year.) Teach undergraduate physics courses and laboratories. Applicants should have enthusiasm to undergraduate instruction both in the classroom and the laboratory Ph.D. preferred. Contact: Dr. Arthur H. Gray, Chairperson, Department of Chemistry, Physics, Geoscience.

SCIENCE BDUCATION—(Full-time, 1992-93 academic year.) Teach undergraduate Secondary Science Education (methods) courses. Candidates must have a strong science education background with an emphasis in cither Nutritional Biochemistry or General Science (preferably both). Ph.D./Bd.D. preferred. Contact: Dr. Arthur H. Gray, Chaliperson, Department of Chemistry, Physics, Geoscience.

COLLEGE OF EDUCATION AND HUMAN SERVICES

EDUCATIONAL MEDIA—(Pull-time, 1992-93 academic year.) Responsibilities include teaching planning, production, and evaluation of teach-EDUCATIONAL MEDIA—(Full-time, 1992-93 academic year.) Responsibilities include teaching planning, production, and evaluation of teacher made mediated materials; instructional equipment operation; lettering and graphic design; and team teaching in cooperation with the elementary professional semester. Doctorate preferred in educational media or related field. Strong educational computing interest is desirable, Elementary public school teaching experience is required. Applicants may be required to submit a videocassette demonstrating their teaching techniques. Contact: Dr. James P. Miller, Chatrperson, Department of Foundation Studies.

BEHAVIORAL SCIENTIST

القابية والمحاصر وحداما ويدعنون المعاملات والمائة الأرامان والمائية والمتارك

Ph.D. with a license in Ohio or license eligible in Ohio to join the faculty of family practice center as Associate Program Director and Unrector of Behavioral Science. Duties include teaching behavioral science to family practice residents and teaching interpersonal and interviewing skills to medical students. Demonstrated research skills are highly desirable. Individual and family counseling skills as well as teaching of the same are mandatory. Academic tank of Assistant/Associate Professor of Family Medicine at the Northeastern Ohio Universities College of Medicine (non-tenured).

Letter of interest including résumé should be sent to Dr. Donald A. Bosshart at the address listed below.

Donald A. Bosshart, Ed.D. Chairman, Family Practice Search Committee Director of Medical Education Western Reserve Care System 345 Oak Hill Avenue Youngstown, Ohio 44501 Phone 1-800-824-5228, ext. 4460

والمراب المسائد مرساك مساورا فيهنان والمائز ومساعين ويشوانان والمائد والمائد والمائد

Biology: Tenure track position beginning Fall, 1992. Assistant Professor with specialization in Invertebrate Zoology. Ability to teach parasitology and some molecular experience helpful but not required. Soccessful candidate will also be expected to teach in the introductory biology courses and the mandomy and physicology courses for health professions students. Ph.D. required. Send letter of application, via, transcripts, and three letters of recommendation to Dr. Kenneth Relyes, Biology Deartmant, Armstrong State College, Savannah, Georgia 31419. Deadline for all materials is January 30, 1992. Armstrong is an AAROR, Georgia is an open records is westate. The state of the s BULLETIN BOARD: Positions available

The University of Northern Iowa College of Education

Faculty Positions Anticipated for Academic Year 1992-93

Department of Curriculum and Instruction

Assistant/Associate Professor, Middle Level Education

Assistant/Associate Professor, Middle Level Education

Tenure track. Position open until filled. Screening of applicants begins

March 1, 1992. Send inquiries to: Dr. Greg Stefanich, Chair, Middle

Level Search Committee, Department of Curriculum and Instruction,

Schindler Education Center 618, University of Northern Iowa, Cedar

Falls, IA 50614-0606.

itant/Associate Professor, Elementary Education
Tenure track. Position open until filled, Screening of applicants begins
March 1, 1992. Send inquiries to: Dr. Peggy Ishler, Chair, Department
of Curriculum and Instruction, Schindler Education Center 618, University of Northern Iowa, Cedor Falls, IA 50614-0606.

iant/Associate Professor, Library Science
Tenure track, Position open until filled. Screening of applicants begins
March 1, 1992. Send inquiries to: Dr. Peggy Ishler, Chair, Department
of Curriculum and Instruction, Schindler Education Center 618, Universtry of Northern Iowa, Cedar Falls, IA 50614-0606.

Department of Educational Administration and Counselln

parameters of Educational Augmentation and Counseling stant/Associate Professor, Counselor Education
Tenure track. Position open until filled. Screening of applicants begins March 1, 1992. Send inquiries to: Dr. Ann Vernon, Coordinator of Counselor Education and Chair, Search Committee. Department of Educational Administration and Counseling. University of Northern lowa, Cadar Falls, IA 50614-0604.

Professor of Educational Leadership
Tenure track. Position open until filled. Screening of applicants begins
March 1, 1992. Send inquiries to: Dr. Robert Decker, Coordinator of
Educational Administration and Chair, Search Committee, Department
of Educational Administration and Counseling, University of Northern
lows, Cedar Falls, IA 50614-0604.

Department of Educational Psychology and Foundations

tant/Associate Professor, Developmental/Educational Psychology
Tenure track. Position open until filled. Screening of applicants begins
March 1, 1992. Send inquiries to: Dr. Barry Wilson, Head, Department
of Educational Psychology and Foundations, University of Northern
Iowa, Cedar Falls, IA 50614-0607.

Department of Special Education

stant Professor, Secondary Vocational/Career Education Teaching.
Tenure track, Salary competitive. Open until filled, Applicant screening to start February 1, 1992. Apply with vita, transcripts, three letters of reference to: Chair, Search Committee, UNI Department of Special Education, Schindler Education Center 150, Cedar Falls, IA 50614-

Department of Teaching

Interested persons are invited to apply for the positions listed below. All are tenure track positions. Review of applications will begin on February 14, 1992 and continue until candidates are selected. Salary competitive, benefits excellent. Forward a letter of application, current vita, credentials, and names, addresses, and telephone numbers of three references to: Dr. Roger Kueter, Head, Department of Teaching, University of Northern lows, Cedar Falls, IA 50614-3593; 319/273-2202; FAX 319/273-6457.

Department of Teaching-Office of Student Field Experience

Assistant Professor, Student Teaching Coordination/Supervision (4 positions) Identify your regional preference: 1) West Des Moines, 2) Fort Dodge, 3) Meson City/Charles City, 4) Davenport area. Serve as Ilaison between UNI and area cooperating schools. Earned doctorate preferred. Will Interview at ATE, AACTE.

Jeint Appointment
Departments of Teaching and Curriculum & Instruction
Assistant/Associate Professor, Instructional/Informational Technology
Coordinate and expand information resources to create a state of the art
program model for K-12 and teacher education programs in integration
of technology into instruction. Earned doctorate preferred. Will interview at AECT.

View at AECT.

Assistant Professor of Teaching, Early Childhood Education

Teach four- and five-year-old children in early education program and early childhood courses for the Department of Curriculum and Instruction. Earned doctorate in education with early childhood emphasis.

Instructor/Assistant Professor, Elementary Education

Teach at middle level at the laboratory school and undergraduate methods courses in the Department of Curriculum and Instruction. Mester's required, doctorate preferred.

Department of Teaching-Malcolm Price Laboratory School uctor/Assistant Professor of Teaching, Middle, & High School Russian Language. Teach middle and high school Russian language and a course for Modern Language Department. Master's degree required. uctor/Assistant Professor of Teaching, Sixth Grade/Middle School Teach at middle level and work with undergraduate teacher education students. Master's required, doctorate preferred.

Instructor/Assistant Professor of Teaching, Choral Director
Choral program for middle and high school and work with undergraduate leacher education students. Master's required, doctorate preferred.
Instructor/Assistant Professor of Teaching, Maih Education
Classroom instruction at the middle and high school levels plus work with undergraduate teacher education students, Master's required, doctorate preferred.

Instructor/Assistant Professor of Teaching, Wellness and Physical Education Instruction in physical education and wellness for grades NK-12, coaching, and work with undergraduate teacher education students. Master's required, doctorate preferred.

structor/Assistant Professor of Teaching, Elementary Education
Third grade teaching and working with undergraduate teacher education students. Master's required, doctorate preferred.



UNI is an Equal Opportunity Educator and Employer with a comprehensive plan for Affirmative Action.

Biology: Assistant Professor, Litther Col-legs. I gaure-eligible. Beginning Septem-ber, 1992. Expertise in invertebrate phology (parasitology or entomology considered). Doctorate required, postdoctoral experi-sance and ecological orientation desirable. Teach upper level invertebrate phology course and participate in team-taught gen-eral biology course. Other teaching assign-ments depend upon interest and expertise of candidate, and college needs. Candidate will be encouraged to direct undergraduate

research in context of a liberal arts college.
Raylew of applications begins February 15, 1992 and continues until position is filled.
Send letters of recommendation, reprints, and transcripts of undergraduate and araduate work to: John Toysten, Head, Department of Biology, Luther College, Decorat, fown 32101; 319-387-1334. Par: 319-387-1080. An AA/EEO employer.

GEORGIA SOUTHERN UNIVERSITY

Faculty & Department Head Positions School of Education

Georgia Southern University is a rapidly growing institution in the University System of Georgia. Our rate of growth, graduate participation accounting for approximately 50% of School of Education activity, and high level of external funding secured by our faculty last year, create an exciting environment for educating new teachers and furthering the knowledge of in-service school professionals. Offering degrees at the bachelor's, master's and specialist levels in a full range of teaching fields, and with proposals for doctoral degree programs presently under review, the School of Education excels in its academic offerings and participation in the professional community. As a regional university, Georgia Southern serves graduate programs in education in Statesboro, in Savannah in affiliation with Armstrong State College, in Brunswick and other surrounding areas. We are pleased to announce the following positions, with safary and faculty rank at the assistant, associate, or full professor levels according to experience and qualifications. Unless stated otherwise, all positions are 9-month, fenure-irack positions.

We are looking for bright, energetic, and aggressive persons to fill these positions. Applicants should send a letter of application, current vitae, and a list of references to the contact person as indicated. Deadline for receipt of applications for all positions: January 15, 1992. All appointments are made pending Board of Regents approval. Positions available, September, 1992. The names of applicants and nominees, resumes, and other non-evaluative information will be open to public inspection under the Georgia Open Records Law. Georgia Southern University is an Affirmative Action. Equal Opportunity Institution.

Department Head - Department of Student Development Programs - Associate or Full Professor

This twelve month position (evaliable July 1, 1992) requires collegial leadership, direction, and support to the faculty in program development, teaching, and research. Responsibilities include cooperation with other departments in the School and University, coordination of advisement to degree programs in adult, business, counselor, technologia trade and industrial education, school psychometry, and special education, and teaching courses in the department. Requirements include: Earned doctorate in an area serviced by the department; also report of their resest covered by the department also helpful. Contact Dr. Beverly Stratton, Search Committee, Department of Early Childhood Education and Reading, Georgia Southern University, Landrum Box 8083, Stressboro, Georgia 30460; (912) 681-6121.

Curriculum - Assistant or Associate Professor

Georgia Southern University, Landrum Box 8083, Statesboro, Georgia 30460; (912) 681-5121.

Curriculum - Assistant or Associate Professor

This position requires teaching in undergraduate educational foundations and graduate level professional core courses in curriculum theory and inquiry, curriculum design and evaluation, and effective teaching. Academic advisement of undergraduates and scholarly productivity are also expectations. Requirements: Earned doctorate in Curriculum or related area. Two years or more teaching experience at the public school and/or college levels. Contact Dr. Jane Page, Head, Department of Educational Foundations and Curriculum, Georgia Southern University, Landrum Box 8144, Statesboro, Georgia 30480; (912) 681-5091.

Childhood Education (K-4)

Position I - Assistant or Associate Professor

This position requires teaching Early Childhood courses at the undergraduate and graduate levels. Academic advisement, field-based supervision of pre-service teachers, and scholarly productivity are expectations. Requirements: Earned doctorate (or ABD with dissertation within one year of completion) in Early Childhood Education. Experience in practicum supervision or field-based programs, and two years or more teaching experience at the preschool/primary grades (K-4) level. Specializations in science and/or social studies are assets. Applications should include items listed above as well as a complete graduate transcript. Contact Dr. Beverly Stratton, Hasd, Department of Early Childhood Education and Reading, Georgia Southern University, Landrum Box 8144, Statesboro, Georgia 30460; (912) 681-5121.

Early Childhood Education (K-4)
Position II - Assistant or Associate Professor

This position is - Assistant of Associate Professor

This position requires significant leadership in graduate programs in Early Childhood offered in affiliation with Armstrong State College as part of the regional university structure; teaching graduate courses in Early Childhood Education (K-4); and supervision of student teachers. Academic advisament, research, and publication are expected. Requirements; Earned doctorate in Early Childhood Education (K-4) or elementary education with an emphasis in science, math, and/or social studies. Three to live years' teaching experience at the public school and/or college levels. Applications should include items listed above as well as a complete graduate transcript. Contact Dr. Beverly Straton, Head, Department of Early Childhood Education and Reading, Georgia Southern University, Lendrum Box 8083, Statesboro, Georgia 30480; (B12) 681-5121.

Educational Psychology - Assistant or Associate Professor
This position requires teaching graduate level courses in human growth and development, educational psychology, and human learning in support of graduate programming offered in affiliation with Armstrong State College as part of the regional university structure. Specialty in developmental psychology preferred, but other specialties will be considered. Requirements: Earned doctorate in Educational Psychology or related area. Two years' teaching experience at the public school and/or college levels. Contact Dr. Dorothy Battle, Search Committee, Department of Educational Foundations and Curriculum, Georgia Southern University, Landrum Box 8144, Statesboro, Georgia 30460; (912) 681-5091.

fiddia Grades/Secondary Education - Assistant or Associate Professor Middle Grades/Secondery Education - Assistant of Assistant Potessor.
This position will involve teaching undergraduate and graduate courses in curriculum and methods for secondary achool and/or middle grades (4-8), as well as supervising student teachers. Academic advisement, research, and publication are expected. Requirements: Earned doctorate in secondary education, middle grades, elementary education, curriculum and instruction, or related area. Five years 'teaching experience at the public school and/or college levels. Experience in both secondary and middle grades is preferred. Confact Dr. Ronn/e Shoppard, Head, Department of Middle Grades and Secondary Education, Georgia Southern University, Landrum Box 8134, Statesboro, Georgia 30450; (912) 881-5203.

THE UNIVERSITY OF TEXAS AT DALLAS ASSISTANT PROFESSOR-ARTS AND PERFORMANCE

Visual Arts

Applications are invited for a tenure-track Assistant Professor in the Visual Arts—Multi-Media/Video. We seek an artist who is interested in participating in the continuing growth and development of an interdisciplinary program integrating the arts and humanities through the interaction of both theory and practice. The School of the Arts and Humanities offers an undergraduate BA in Art and Performance, Historical, or Literary Studies, and Graduate programming that leads to the MA and Ph.D. degrees in Aesthetic Studies, History of Ideas, or Studies in Literature. Candidates should demonstrate a solid creative accomplishment in multi-media of video artiforms. Demonstrated knowledge of critical and theoretical issues in an MFA or squivalent degree, and expertise in 2D or 3D studio areas. A preference will be given to applicants with a strong background in video with an instructional approach that emphasizes the development of theory through practice. Candidates should have sufficient background and experience to teach undergraduate and graduate courses; university teaching experience is preferred. The appointment will begin September 1, 1992. Send letter of application, vita, work samples (20 sildes and/or video tape), five sildes of students' work and/or examples of critical writing, and three recent letters of recommendation by March 8, 1992 to:

Academic Search #173 The University of Texas at Dallas P. O. Box 830688 Richardson, TX 75082-0688

The Committee will not consider incomplete applications. The University of Texas at Dallas is an Affirmative Action, Equal Opportunity Employer.

Department of Biology at The College of St. Catherine seeks a broadly-trained biologist to fill a tenstre-track position at the level of assistant or associate professor beginning in the fall of 1992. A Ph.D. is required and post-doctoral experience preferred. The assecsabil candidate will demonstrate excellence in teaching and will be expected to develop a research program in which undergraduates can participate. Courses to be taught locking developmental blodgy, evolutionary biology, introductory biology, for majors and non-majors and a course in his or her area of expertise. Send curriculum vitae, transcripts, three letters of recommendation and a statement of teaching and research interests postmarked by January 24, 1992 to: Dr. Deborah D. Wyal. This College of St. Catherine 2004 Randolph Avenue St. Paul, Minnesola 35105. EEO/AA.

Biology: Professor. Two positions available
August, 1992—one continuing position,
one sabbailed replacement. Requires Master's in Biological Science with previous
community college as perfence preferred.
Ability to work with liaguistically/culturalby diverse populations, loudire: Personnel
Office, P. O. Box 929. Yums, Arizona

Biology: The Hiram College Biology De-partment is seeking a 2 year have replace-ment at the Visiting Assistant Professor level preferably beginning in late March, 1997 but will accept candidates for Septem-ber, 1992. Duties include teaching lattre-ductory Zoology, Ventebrate Zoology, and Animal Physiology. The successful candi-date will have duties at the department's

Biology: Biologist. Assistant Professor, 1909-year leave replacement beginnings Fall, 1992. Responsibilities include teaching introductory biology, alterobiology, immunications, and another upper-division source in the area of molecular biology consistant with the candidate's training. Fh.D. or ABD is microbiology or immunology and dedication to teachings at a selective undergraduate liberal arts college required. AA/ ROE. Please send letter of application, vits, timercipies, and it peat three letters of reference to Christiae Wilcox, Secretary to the Biology Department Search Countilities, Hanover College, Hanover, Indiana, 47243.

SCHOOL OF MUSIC



Muncle, Indiana

The School of Music Invites nominations and applications for three full-time, tenure-track appointments at the rank of assistant professor. Bell State University is an institution of more than 20,000 students located approximately 50 miles northeast of indianapolis. The School of Music offers Bochelor's, Master's, and Doctoral level degrees and has an enrollment of approximately 425 undergraduate students and 80 graduate students.

undergaduate students and 80 graduate students.

Collegiate teaching experience (faculty or teaching assistant) and performance experience are required for all positions. A completed doctorate or ABD; computer literacy and other cognate areas in music destrable. Salary is commensurate with experience and education. Applicants should send a complete curriculum vites, three letters or reterence current this academic ser (a credentials file may be sent if letters are current), a short list of additional references who may be contacted, and a certified transcript copy of the highest degree earned to the cheir identified below at the following address: School of Music, Ball State University, Muncie, IN 47306-0410.

Claritest Teaching and Performance of Teach stude degree performance.

Clarinet Teaching and Performance - Teach studio datinet, perform in the Musical Aris Quintet, recruit for the clarinet studio and coach chamber music. Additional performance opportunities may be available in the Munce Symphony, Master's degree in clarinet required. Dr. Fred Ehnes, Chair, Clarinet Search Committee.

Flute Teaching and Performance - Teach studio flute, perform in the Musical Arts Quintel, recruit for the flute studio and coach chamber music. Additional performance opportunities may be available in the Muncle Symphony, Master's degree in flute required. Dr. Fred Ehnes, Chair, Flute Search Committee.

Trombone Teaching and Performance - Teach studio trombone, perform in the Da Camera Brass Quintet, recruit for the trombone studio and coach chamber music. Additional performance opportunities may be available in the Muncle Sumphone. Master's degree in trombone required. Dr. Fouin Mueller Chair, Trombone Search Committee.

Tapes and other supporting materials will be requested of finalists; please do not send these materials until requested. Formal review of applications begins on February 15, 1992 and will continue until the positions are filled.

Ball State University is an Equal Opportunity, Aftirmative Action Employer and is strongly and actively committed to diversity within its community.

well developed Field Station incilities and be expected to conduct research on vertebrates that will involve undergraduates. Send letter of interest and teaching bibliosy. Guor-majors), undergraduate and search interest and teaching bibliosy (non-majors), undergraduate and recommendation to: Dr. Martin Huchner, or recommendation to: Dr. Martin Huchner, Chairperson. Biology Department, Hiram College, Hiram, Ohio 442-4 by January 11, 1992. Hiram College is an equal opportunity amboas its faculty and students.

3ilology: Austin Peay State University. Physiologist/Plant Morphologist, tenureirack position, August 1, 1992. Ph.D. re-



Queens College Randolph-Macon College Randolph-Macon Woman's College Rhode Island, University of

Teachers College, Columbia University

Department of Curriculum and Teaching Assistant/Associate Professor Two Year Appointment, Renewable and Tenurable

To participate in the programs in curriculum theory and history of the curriculum field.

Responsibilities: Offer graduate courses and direct ductoral research tocusing on theory, history, design and development of curriculum.

Qualifications: Earned directorate in curriculum theory, history, audior development opment. Teaching experience, protectably in orban settings and with diverse earner populations. Established record of scholarly inquiry and publication

in the context of general curriculum theory; involvement antion interest in curriculum design in at least one of the following areas: urban education,

Letter of application, CV, 3 letters of recommendation to Professor Frances Bolin, Box 31. Review of applications to begin lanuary 30, 1992 and contin-ue until search is successfully completed.

Department of Higher and Adult Education announces Two Faculty Positions

Two Faculty Positions

The Department of Higher and Adult Education announces two faculty positions for the 1992-93 academic year. The Department has master's and ductoral programs in four areas: adult learning, college teaching and academic leadership, college and university administration, and student personnel work. Programs of study in the Department reflect an integration of the scholarship and expertise represented in the four general areas of study. Courses of study are designed in both traditional/residential, distance learning, and numeridential formats. Department faculty teach across program areas although each is assigned to a primary teaching-research area. The Department is particularly interested in individuals who can integrate the new scholarship on gender, race, and class with the existing curriculum and research offerings.

Assistant/Associate Professor Two year appointment, renewable and tenurable

Two year appointment, renewable and tenurable Primary responsibility in Student Personnel doctoral program with additional responsibilities in the Higher Education and College Teaching programs. The successful candidate should have a record of research and graduate level instruction in the following areas: theories of adult and student development, history and philosophy of the profussion, university environmental assessment, multicultural issues in both the curriculum and the study body, and qualitative and quantitative research methods. Additional relevant areas include: knowledge of college curicular movements, systems theory, experience with community colleges, and the ability to foster more integrated scholarship between student and academic affairs.

Assistant/Associate Professor Two year appointment, renewable and tenurable

Primary responsibility in the Adult Learning/Adult Education Guided Independent Study Program (AEGIS). The successful candidate should have a record of research and practice in the following areas of adult education practice: theories of adult learning and critical thinking, qualitative research methods. Additional relevant areas include: adult literacy, social action, continuing, or professional education. Familiarity with one of the following concerns: learning in the workplace, the adult learner on campus, international setlings, and diversity in scholarship concerning gender, race, and class. Relevant additional experience: teaching in a higher education/graduate education setting and dissertation advisement.

Review of applications will begin language 30, 1992, and continue until the

Review of applications will begin lanuary 30, 1992, and continue until the search is successfully completed. Vita, three letters of recommendation, statement of interest/qualific attoris/research agenda, and professional writing sample to Dr. Sharon McDade, Chair of Search Committee, Box 101. Cantidates seriously considered for interviews will be asked to provide additional information (course syllab), additional writing samples, and leaching evaluations).

Department of Speech and Language Pathology and Audiology Assistant Professor Two year appointment, renewable and Lenurable

Teachers College seeks a professor eager to Join in the building of the Department of Speech and Language Pathology and Audiology. Opportunities for research, curriculum development, and innovative program designs in a major metropolitan area. The cantildate's area of specialization should be in Speech Language Pathology and can include language disorders, phonology, fluency, and neurogenic disorders. Future faculty appointments are auticipated. The Department seeks to continue its long history of excellence in the basic sciences and disorders in communication processes.

Qualifications: Earned doctorate; CCP-SLP, eligibility for state license; evidence of successful teaching experience; established record of research and success in obtaining outside funding to support research and students; experience and interest in working in urban areas, with culturally diverse populations.

Responsibilities: Teach graduate courses; lead doctoral dissertations, main-

Review of applications will begin March 15, 1991 and continue until the search is successfully concluded. Letter of application, CV, 3 letters of recommendation to Search Committee, Box 160.

Teachers College as an institution has long been committed to a policy of equal opportunity in employment. In offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding employment opportunities to minorites, in its own activities and in suciety. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g., urban and minority concerns) may be considered for a higher tank than advertised.



Teachers College Columbia University 525 West 120th Street

New York, New York 10027

ANEO Employer

BlokogyPhysiology: Invertebrate Physiologist. Assistant Professor. Tenure-track, Ph.D. required. Candidate will be expected to teach seneral blokogy, invertebrate acodous y, physiology, direct underpraduate and master's research projects, develop own research program and seek, extramigal funding. Preference to candidates with teaching experience and whose research area complements existing faculty. Send letter of application, curricular wing, and names, natiresses, and telephone numbers of three references by 7 February 1922 to Dr. J. A. Botts, Chairperson; Department of Bislogy, Appaiachina Siste University, Boone, North Carolina 28008; (704) 262-1025. ASU is an EEO/AA employer.

Biology/Zoology: Biology/Vertebrate Zool-ogy. Hall Stafe University, Muncle, Indi-ana. Applications are invited for a tenure-track vertebrate zoology position at the as-sistent professor level in the Department of Biology available Fall, 1992. Candidates are expected to have a commitment to ex-

UK

ENDOWED CHAIR IN THE HUMANITIES

The University of Kentucky seeks an eminent scholar for its endowed Chair in the Humanities. This professorship, made possible by a grant from the Ashland Oil Company, represents a major commitment of scholarly and financial resources to the humanities; it offers its holder exceptional opportunities for continued scholarship and intellectual leadership.

We seek a scholar internationally known for his or her contributions to the study of humanities. The successful candidate will: (a) have produced significant work that has profoundly influenced thought in the humanities; (b) demonstrate the potential for a continued record of scholarly achievement; (c) be widely known and cited outside as well as within his or her own discipline; (d) complement and further enhance existing College strengths; and (e) have earned recognition for teaching at both undergraduate and graduate levels.

The person selected will have a tenured appointment in one of the College of Arts and Sciences' humanities departments or, in the case of a humanistic scholar from the social sciences, in one of its allied departments Salary will be highly competitive.

The University of Kentucky is the Commonwealth's principal state-wide institution of higher education and is a Carnegie Class I Research institution. The Lexington campus offers the full array of academic and professional degree programs and is home to 1,000 faculty and 21,000 undergraduate and graduate students.

Letters of nomination or application (with a cv, if possible) should be sent to Dean Richard Edwards, College of Arts and Sciences, 213 Patterson Office Tower, University of Kentucky, Lexington, KY 40506-0027, phone (606) 257-1175 or fax (606) 258-1073. Initial screening of applications will begin on February 24, but applications are encouraged muil the position is filled.

The University of Kentucky Is an Equal Opportunity/Affirmative Action Employer. Women and minority-group members are especially encouraged to apply. The Lexington Campus has a Pariner Relocation Program and a Family Employment Policy.

> College of Arts and Sciences University of Kentucky

Bill and Vieve Gore School of Business



WESTMINSTER COLLEGE OF SALT LAKE CITY

Teaching excellence and commitment to professional activity and college governance are expected. Business experience is destred. Individuals must teach 24 semester froms of undergraduate and graduate courses per academic year. Positions begin Fell 1992 Candidates should send a lister of application, via, transcripts and three letters of recommunitation by January 31, 1992, to Dr. January Seidelman, Dean, Gora School of Business, Westminster College of Salt Lake City, 1840 South 1300 East, Salt Lake City, Utah M4105 EEO employer

Accounting: 2 positions. Graduate and undergraduate teaching responsibilities include managerial and cost accounting, fund accounting, intermediate, tax, instantational, principles, and computer applications. Ph.D. or ABD neering completion preferred. Candidates with CPA or CMA and Master's in Accountancy or MBA with successful teaching experience with the considerate.

ence will be considered.

Marketing: Teaching responsibilities include undergraduate and graduate level marketing courses with emphasis on strategy, international, health care, high sentencessy, principles, and computer applications. Ph.D. in marketing preferred. Ph.D. in related field with significant professional activity in marketing or ABD in marketing neating completion will be

Management Information Systems: Teaching responsibilities include undergraduate and graduate level courses in MIS and business computer applications. Ability to support other disciplinary areas within the business computer is desirable. Ph.D. required. ABD nearing completion will be considered. Professional experience in information systems to

desirone.

Management: Teaching responsibilities may include undergraduate and graduate courses in management principles, human resource management, infining and development, business ethics, small business management, strategy, computer applications, and aviation studies. Ph.D. in management preferred, Ph.D. in related field with significant professional activity or ABD in management nearing completion will be considered.

cellence in teachins, to be competent in current approaches used in the study of vertebrates, and to establish an active research program. Responsibilities: teach courses in zookosy including ornitiplosy), area of specialty, and introductory biology; conduct research in specialty area and promote student involvement in research; and have no active member of the analogies and experience.

School of Journalism, Louisians State United the American member of the analogies and experience.

School of Journalism, Louisians State United the American member of the analogies and the second of Journalism, Louisians State United the American School of Journalism, Louisians State United the American State United the American State United States United the American State United States Unit munity. Examples of research speciation munity is amples of research speciation include too; comparative physiology, physiological ecology, population/community ecology of wildlife biology. Minimum qualifications: carned declayate in a biological science, Preformed qualifications: demonstrated searching ability, and publications assign subject of set.

Broadcast Journalisms Tauch, advise, and supervise labe in award winning Radio, Television, and Film Department broadcast pows program. Candidates must be qualified to teach all aspects of television and readin news as well as other courses in the department's curriculum. Massier's (Ph.D. preferred) plus significant professional experience required. ACRIMC accreditation experience desired. Women and minority candidates are strongly encouraged to apply. Salary competitive; rank open. Send letter, vits. complete transcripts, and three current letters of recommendation by February 15, 1992, to Dr. David H. God', RTF Department, University of Southern Mississippi, Southern Station Box 3141, Haltiacoura, Mississippi 39406-



Rockford

aureate degrees in traditional liberal arts and professional programs The college also offers MBA and MAT degrees. Rockford College is situated on a rolling, 130-acre wooded cap-pus in the second-largest city in Illinois. Located roughly 75 mls from Chicago and Milwaukee, Rockford is a city of 140,000 wha wide variety of cultural activities, professional sports teams, and

technology and business. Successful applicants will provide evidence of excellence in union graduate teaching and advising and a commitment to liberal attendication. Teaching load is 12 hours a semester. Unless otherwise indicated, a doctorate is required. Rank and salary commensurate

Department of Education and Child Development. Two post tions: 1) Elementary teacher education. Elementary school teacher experience and the ability to supervise elementary clinical experience. ence are required.

2) Learning disabilities. Teaching experience in special educationing.

public schools is required. Featuring experience in special educations public schools is required. For both positions, the ability to teach at both undergraduate and graduate levels is required. Preference will be given to candidate with one or more of the following: experience in program development; grant-writing skills; billingual education; research and publications; background in early childhood education. Contact Dr. Monared Butt. Chair. Department of Mathematics. Position teaching a range of

courses in mathematics; ability to leach courses in computer science is desirable. Contact Dr. John Schumaker, Chair. Department of Computer Science. Qualified applicants mut have at least a master's degree in computer science or MIS. Abilityle teach upper-division courses in both theoretical CS and MIS is dest-able. Contact Dr. Gendid Caton, Chair.

Department of Anthropology/Sociology. Position teaching a broad range of standard sociology courses with an emphasis a criminology or criminal justice. At least two years' full-time teaching experience required. Preference will be given to applicants with experience in community relations or supervision of intensity. Contact Dr. Peter Tobias

Department of Nursing. Medical surgical nursing faculty position Qualifications include a master's degree in medical-surgical nursing and teaching experience; doctorate preferred. Rockford College of ters an NLN—accredited BSN program with basic and degree-on-pletion options. Contact Potricia Lewis, Chair.

Review of applications begins Jan. 31. Send letter of application, curriculum vitae, and three letters of reference to the appropriate confact person at.

Rockford College 5050 E. State St. Rockford, 11. 61 108-2393

Rockford College is an Equal Opportunity Employer Application

LAMBUTH UNIVERSITY

EDUCATION

enure track position, rank open, available August 1992.

esponsibilities include teaching elementary and/or secondary education and supervising student teachers. Possibility of assuming chairperso uties of department.

Qualifications include an earned doctorate; college teaching experient teaching and administrative experience at the elementary and/or second ary level. Experience with state education licensure/certification pt forred. Candidates must have commitment to teaching in an undergraft are liberal arts soming. Salary competitive.

Send resume and three letters of reference by January 29, 1992 to:

Dr. Louis Snellgrove School of Business and Professional Studies Box 444 Lambuth University Jackson, TN 38301

AA/EOE/MI

August, 1992. Ph D BBA preferred, ABD considered, international lustiness experience desirable. Send vita, copies of old transactists, and three leners of recummendation to Dr. Heary T. Loehr, Belmont Abbey College, Belmont, North Carolina 28011, before February 15, 1992. Belmont Abbey is a Catholic and Benedictine to-educational ibernal arts college emphasizing teaching excellence. It is located to miles West of Charlotte, North Carolina. EOE.

Business School of Business and Public Management. Assistent Professor. State University of New York Institute of Technology at UticarRoome. Tenser track pusition, qualified to teach at Sorth spadinate and undergraduate levels. Emphasis on high quality teaching and involvement with student activities. Research is encouraged and supported. Qualifications: 7th D. or 13.8 A. required (A.B.D. will be considered) in a

BULLETIN BOARD: Positions available

MINORITY FACULTY REGISTRY

The colleges and universities listed below participate in a registry which contains the vitae of minority candidates who wish to be considered for faculty teaching positions. If you are interested in being considered by any of these institutions, please send a one-page vita with the tollowing information to be entered into the computenced

Name, Address and Phone Number Discipline in which you prefer to teach Highest degree earned, year, major field of study, college or university Citizenship status, visa status (for non-US citizens). Minority classification Other pertinent facts as applicable: degree work in progress, honors/a special qualifications, experience, research, publications

Also, please send a full vita suitable for reproduction (limited to four standard typewritten pages) to Dr. William B.

thwestern University, Georgetown, TX 78626; (512/863-1220). Hope College Houston-Clear Lake, Univ. of Houston-Downtown, Univ. of Adams State College
Adrian College
Adrian College
Agnes Scott College
Akron, The University of
Alabama at Birmingham, Univ. of
Albion College
Albright College
Alma College
Arma College
American University, The
Amherst College
Andrew College
Antioch College
Angustana College
Augustana College
Baker University
Baldwin-Wallace College
Bary University Adams State College Huntingdon College Idaho, University of Illinois Instutute of Technology Illinois Wesleyan University Indiana University at Kokomo Indiana University at Kokomo Indiana University at Kokomo Indiana University at Southbend Indiana University of Pennsylvania Indianapolis, University of Ithaca Cullege Jersey City State College John Carroll University Juniata College Kansas City KS Community College Kent State University Baldwin-Wallace College Barry University Baylor University Berea College Berkeley College Bethany College Bethune-Cookman College Bethune-Cookman College Birmingham-Southem College Boston University Bowling Green State University Brevard College Bryant College California State University, Sacramento Lambuth College
Lawrence University
Lebanon Valley College of PA
Lincoln University (MO)
Linfleld College
Long Island University
Louisiana State University
Louisiana State University
Louisville, University of
Loyola College, Maryland
Lynchburg College
Macalester College
Marist College
Marist College
Mary Washington College
McMurry University
Mesa State College
McMurry University
Mesa State College
McIngon (Flint), University of
Millersville University of PA
Milwaukee Inst. of Art & Design
Minnesota, University of
Monmouth College, Illinois
Monmouth College, New Jersey
Montevallo, University of
Moravian College
Moravian College
Moravian College
Moravian College
Moravian College by an College
California State University,
Sacramento
California, University of,
Santa Barbara
Capital University
Carleton College
Centenary College of Louislana
Centenary College of New Jersey
Central Michigan University
Central Missouri State University
Central Missouri State University
Centra College
Cleveland State University
Colorado College, The
Colorado University at Denver
Columbia College
Converse College
Converse College
Cornell College
Creighton University
Davidson College
DePauw University
Denison University Moravian College Morehead State University Mount Saint Mary College Mount Saint Mary College
Muhlenberg College Of Rochester
New England College
New England, University of
New Hampshire, Univ. of
New Orleans, University of
New Rochelle, College of
North Carolina Wesleyan College
North Central College
North Park College & Theological
Seminary Denison University Denver, University of Dickinson College Duke University
Duquesne University
East Stroudsburg University
Eckerd College
Edinburo University of PA
Elmburst College
Emporia State University of
Evergreen State College, The
Fairleigh Dickinson University
Fortum College
Fordham University
Fort Hays State University
Fort Lewis College
Franklin & Marshall College
Furman University Seminary Northeastern University Northern Illinois University Northern Iowa, University of Northern Iowa, University of Northwestern University of Oakland Community College Onio Northern University Oklahoma City University Oklahoma (Norman), University Oklahoma (Norman), University Oceans Liebersity Oceans Liebersity Oceans Liebersity Franklin & Marsfall College
Furman University
Gallaudet University
Georgia Southern University
Georgia State University
Georgia, University of
Georgian Court College
Gettysburg College
Glassboro State College
Goucher College
Hamiline University
Hanover College
Hartwick College
Hendrix College
Help Point College
Hobart & William Smith Colleges
Hofstra University

Rhode Island, University of Rhodes College Rider College Roanoke College Roanoke College Roanoke College Rochester Institute of Technology Rust College SUNY at Plattsburgh Saint Joseph's College Saint Joseph's College Saint Joseph's College (Indiana) Saint Mary's College (Indiana) Saint Mary's College of California Saint Mary's College of Mebraska) Saint Mary College of Nebraska) Saint Mary State University Sam Houston State University Samford University Santa Cara University Sarah Lawrence College Scripps College Scton Hall University Siena College Siena College Simpson College Skidmore College Smith College South, The University of the Southern Arkansas University Southern Colorado, University Southern Method(st University St. Lawrence University St. Mary's College of Maryland St. Thomas, University of St. Thomas, University of Stetson University Syracuse University Tennessee-Knoxville, Univ. of Texas A&M University Texas Christian University Texas Tech University Texas Tech University of Texas-Pan American, University of Texas-Pan American, University Transylvania University Transylvania University Trinity College Trinity University Union College of New York Union College of New York Utica College of Syracuse Univ. Valparaiso University Vassar College Vermont, University of Vermont, University of Virginia Wesleyan College Vermont, University of Virginia Wesleyan College Wagner College Wagner College Washington & Lee University Washington & Lee University Wesleys Tate University Wesleys Theological Seminary Wesleyan College Wesleys State College Wesleys State College Wesleys College Wesleys College Whelock College Whelock College Whelman College Whitman College Willamstee University William Jewell College Williams College Wilsconsin-Oshkosh., Univ of Witenberg University

Pace University
Pacific Lutheran University
Pacific, University of the
Pepperdine University Pepperdine University
Pfeiffer College
Philadelphia College of Textiles
& Science Wisconsin-Osinkosa., Oni
Wistenberg University
Wolford College
Wood Junior College
Wooster, The College of
Worcester Polytechnic las
Wyomlag, University of
Xavier University

Other colleges and universities interested in participating in the registry should inquire at the above address.

Oregon, University of Otterbein College

dential, Christian University. The starting dettie is August 15, 1992. Initial screening of applicants will begin immediately and continuous the interpretation of the policial screening of the policia

Business Administration: Faculty positions available, August, 1992: Director, Center for Business Competitiveous (associate/full professor, production/operations management); Director, international Business Center (associate/hi) professor, international business); lunfor level, teaure-track faculty positions available in Accounting, International Marketing, Management Information Systems, Ornanizations/Sinternational Systems, Ornanizations/Sinternations.

field, rank and record. Continuous recruitment application deadine: January 24, 1992. The University of Wisconsin System is required to release, within two days of a request after the deadline for recipit of nonlinations and applications for these positions, a combined, undifferentiated hist of all nominees and applicants. Send résund and credentials to: Dr. Eric Schenker, Dean, School of Business Administration, University of Wisconsio-Milwaukee, P. O. Box 742, Milwaukee, Wisconsin 3201. An Aftirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

business experience is desirable. Palma Beach Atlantic College is a full-related, private, liberal art college with an enrollment of approximately 1,500 students. Send letter of application, vite, transcripts, and nances, addresses, and plune numbers of three references to Dr. Joe J. Bassa, Jr., Director of the MBA Program, Palm Beach. Atlantic College, Rinker School of Business, P. O. Box 24708, West Palm Beach, Florids 33416-4708.

Business Administration: Management Florida 13410-4708.

Business Administration: Management Reculty position for avening MBA program. Responsibilities include teaching courses in Organizational Behavior. Human Resource Management, and Marketing Management. The position requires Pp.D. or DBA with related course emphasis. Successful teaching experience at the MBA level is required. Professional business experience is desirable. Palm Beach Athanis College is a faith-related, private, liberal arts college with an encollment of application, vita, transcripts, and names, addresses, and phone numbers of three references to Dr. foo I. Essan, Jr., Director of the MBA Program, Palm Beach Atlantic College, Ricker School of Business, P. O. Box. 24708. West Palm Beach, Florida 33416-4708.

MONTCLAIR STATE

Openings – Fall 1992

12 Credits per semester

Founded in 1908, Montclair State serves about 10,000 undergraduate and 3,000 graduate students with a distinguished faculty dedicated to excellence in teaching, research and professional achievement. The institution maintains a strong commitment to the liberal arts and sciences with a vital general education program and a number of attractive professional and career-oriented programs. Located on a suburban 200 acre campus just 14 miles west of New York City, Montclair provides a rich variety of cultural, scholarly and recreational opportunities.

TENURE TRACK POSITIONS

SCHOOL OF BUSINESS **ADMINISTRATION**

Accounting (V-1) Two Positions. Teach managerial and financial accounting at undergraduate/graduate levels. PhD Accounting, ABD considered. CPA preferred. c/o Prof. D. Schulz.

Business Education and Office Systems Administration (V-3) Instructor/Assistant Prof. Teach undergrad courses in Office Systems Administration. Knowledge of microcomputer skills essential. PhD/EdD preferred, ABD considered, MA/MS required. c/o Dr. S. Cyrus.

Management - Two Positions. (V-4) Teach Business Statistics and Management Science/ Operations Research. PhD/DBA preferred; ABD considered. Prior teaching experience desired. MIS experience a plus. (V-5) Develop and teach courses in MIS, lead program devel-opment/research in MIS. PhD/DBA in MIS preferred; ABD considered, c/o Dr. B. Min.

Marketing (V6) - Teach Marketing Strategies, Advertising, Consumer Behavior and Sales. PhD preferred; ABD considered. c/o Dr. R.

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Anthropology (V-11) - Applied anthropology. PhD required, c/o Dr. K. Brook.

Communication Sciences and Disorders (V-12) - Audiology & CCC - Audiology required; eli-gible for N.J. license in audiology, c/o Dr.

History -- Two Positions. (V-13) Modern European, PhD required - specialization in German History preferred. (V-31) South Aslan History, Indian Civilization and Islamic civilization and Modern History. PhD required c/o Dr. J.

Legal Studies - (V-14) J.D., NJ Bar and 3 years practice required. College teaching and experience with disadvantaged and minorities required. c/o Dr. M. Tayler.

Psychology – (V-15) Community/clinical, PhD, Spanish language preferred; familiarity with Hispanic American culture and/or bicultural populations required, c/o Dr. Saundra.

Spanish/Italian - (V-16) Spanish language and linguistics specialist knowledge of Portuguese desirable. PhD proferred, ABD considered, c/o

SCHOOL OF MATHEMATICAL AND NATURAL SCIENCES

Biology - Two Positions. (V-20) PhD Eukaryotic Molecular Biology. Coordinate molecular biology program, teach general/molecular biology. (V-21) PhD Biology/Plant Ecology, some nimal. Teach specialty/general courses - do

Chemistry - (V-22) PhD. Physical Organic Chemistry Teach organic, physical organic and

in a contract of the contract

Mathematics - Two Positions (V-23) PhD Math. Teach applied mathematics/operations research - computer skills essential. (V-24) Doctorate Math or Math Ed. Teach math ed/college remedial-developmental math/other mathematics, c/o

SCHOOL OF PROFESSIONAL STUDIES

Pollowing 3 positions include work in off-cam-

Curriculum and Teaching (V-26) - Teach underraduate/graduate courses. Doctorate, research, K-12 classroom experience, c/o Dr. W. Enix.

Educational Foundations (V-27) Teach research, measurement and evaluation and/or critical thinking. Doctorate, research, knowledge of K-12 schools, c/o Dr. G. Bernstein.

Reading and Educational Media (V-28) ~ Undergraduate/graduate theory and practice of reading. Doctorate, research, experience teaching literacy. c/o Dr. J. Stone.

Home Economics - Two Positions which include supervising internships. Doctorate in Home Economics near completion and research/ publication. (V-29) Teach undergraduate/graduate family development. (V-30) Teach undergraduate/graduate courses fashion design. c/o

SALARY RANGES*

All positions Assistant Professor unless otherwise noted.

\$24,937 - \$34,908 Instructor Assistant Professor \$30,312 - \$42,439 Associate Professor \$36,845 - \$51,590

Rank and starting salary dependent on

*Montclair State has a long history of commitment to cultural diversity in its programs, faculty and students. To foster this multicultural environment, the College encourages applications from minority group members for its fac-ulty openings. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g. urban and multicultural concerns) may be considered for a

Apply By: Review of applications and resumes will begin on February 3, 1992 and continue until en appointment is made.

Complete job description will be mailed upon receipt of application.

Send separate letter and resume for each position to: Montclair State Box C316 (C) V#____ Upper Montclair, New Jersey 07043 (include c/o name, department, job title and V#

An equal opportunity/affirmative action institution.



The University of Tennessee at Martin is one of four primary campuses of The University of Tennessee, it is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate enrollment of 5,484. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a similar commilment.

dates who can demonstrate a similar commitment.

Assistant Prolessor of Chemistry. Tenure track position to begin August 1, 1992. Applicants must have a Ph.D. In chemistry and a strong commitment to teaching and research at the undergraduate level. Though area of specialization is open, preference will be given to candidates trained in analytical/environmental chemistry. The department is ACS approved. Applicants should provide a complete curriculum vitas, transcripts of an academic work, and arrange for three letters of reference to be sent to Dr. Phillip H. Davis. Department of Chemistry. The University of Tennessee at Martin, Martin, Tennessee 38238. Review of applicants will begin January 15, 1992, and continue until the position is filled.

Assistant/Associate Professor of Communications. The Department of Communications seeks an experienced television theory and production faculty member for a full-time tenure track position beginning August, 1992. Doctorate in Communications desired, Master's degree required. Successful candidate will have significant professional media experience. For a complete application, a candidate must present: (1) a letter of application and a résumé; (2) a résumé videotape on elitrer VHS or U-Matic; (3) at lesst three current fetters of recommendation. Salary dependent on qualifications. Review of applicants will begin February 1, 1992, but the position will remain open until filled. Submit application to: Dr. Raiph R. Donald, Chairman, Department of Communications, 305 Gooch Hall, UT Martin, Martin, Tennessee 38238-5098. Assistant/Associate Professor of Communications. The Departmen

instructor of English. Non-tenure track, renewable position. A candidate with an MA or Ph.D. in English and demonstrable ability in teaching freshman writing is desired. The successful applicant will teach 12 hours. Other assignments may include advising students, committee service, and public service. Applicants should send their letter of application, vita, and dessier to: Dr. Jean English, Chair, English Department, A review of applicants' credentials will begin on January 6, 1892.

ment, A review of applicants' cradentials will begin on January 6, 1992.

Assistant Professor of British and Early American History. Tenure track position to begin August 1, 1992. Must have an earned doctorate in History by August, 1992. Will teach American and world history survey courses and classes in British and Early American history. Must have demonstrated potential for excellence in teaching and research and a commitment to the classroom. Salary commensurate with qualifications. Send letter of application, vita, all college transcripts, and three current letters of recommendation to: Dr. Charles F. Oglivie, Chair, Soarch Committee, Department of History and Political Science, The University of Tennessee at Martin, Martin, Tennessee 38238. Application review begins February 3, 1992, and will continue until position is filled.

position is filled.

Assistant Professor of Political Science or Public Administration.

Tenure track position to begin August 1, 1992. Must have an earned doctorate in Political Science or Public Administration by August, 1992. Must have demonstrated potential for excellence in teaching and research, and a commitment to the classroom. Salary commensurate with qualifications. Teaching responsibilities will include scope and method and several general areas of American government. Coordination of a small public administration program will be required duty. Other assignments will include advising students, committee service, and public service. Send letter of application, vita, all college transcripts, and three current letters of recommendation to: Dr. George Kao, Chair, Search Committee, Department of History and Political Science, The University of Tennessee at Martin, Martin, Tennessee 38238. Application review begins February 3, 1992, and will continue until position is filled.

continue until position is filled.

Instructor/Assistant Professor of Food Systems Management. Appointment to bagin August 1, 1992, Full-time, tenure track personance in the policents presenting: Ph.D. In food systems management or related background, RD, one degree in home economics, significant practitioner experience if limited Master's degree. Responsibilities: teach undergraduate and graduate courses in food systems management, introductory nutrition and selected other courses in clidatio program in dieterios; assist with projected development of AP4; student advising; and university service. Commensurate ealary. The Department of Home Economics offers an integralive program leading to B.8. and M.S. degrees. Send letter, vita, and three references to: Dr. Fereshteh K. Mahootchi, Search Chair, Department of Home Economics, The University of Tennessee at Martin, Martin, TN 38238-5045. Screening begins February 16, 1992, and will continue until position is filled.

until position is filled.

Assistant Professor of Wildlife Biology. Tenure track position to begin August 1, 1992. The person holding this position will teach courses such as general blology, animal ecology, principles of wildlife management, and wildlife management techniques. Additional duties will include ecademic advising of students in the Wildlife Biology major and coordinating internship and research participation courses. This person will be expected to develop research or scholarly activities involving undergraduate students. Minimum qualifications include an earned doctorate in Wildlife Biology or a related disciplina with emphasis in one or more of the following: animal ecology, vertebrate biology, or wildlife management. Strong interest and skills in teaching and advising undergraduate students are assential. Send résumé to Dr. B. N. Duck, Chair, Search Committee, Department of Agriculture and Natural Resources, UT Martin, Martin, TN 38238, Appilication deadline is February 27, 1992.

The University of Tennesses at Martin is an affirmative solion, equal

The University of Tennesses at Martin is an affirmative sotion, equal ortunity employer. We are particularly interested in receiving ninations of and applications from women and minority candi-

Bushress Administrations: College of Business Administration, Marquette University, Milwaukee, Wisconsin. Non-temper track positions as anstructor in the Department of Accounting and tenure-track positions as Assistant or Associate Professor in the Department of Management are available for academic year 1992-93. Marquette requires excellence of all faculty in the performance of teaching and acholarity research. Requirements/qualifications: instructor in Accounties position—MBA, CPA; Amistant and Asvociate Professor positions a doctorate and teaching a sperince preferred, although ABD's completing dissertation will be considered. Misorites and vosten say opconnected to apply. ins dissertation will be considered. Minortites and worten are encouraged to apply.
Accounting: specialities sought include
principles of financial and managerial accounting. Titletrank instructor. Managemont: specialities sought in quamittative
methods, operations management, and
management information systems. Titletrank: Open. To apply, send letters, curricuium vitze, official transcripts, and manes of
three professional references to: Dr. Thomas A. Bausch, Dens. College of Itusipaes
Administration. Marquetta University,
Milwankee, Wisconden 53233. Marquette
University, socated on a beautiful campus
adjacent to the business district of Milwankee, is a Catholic and Jesuit comprehensive
university corollins 12,000 andergraduate attdents, and 525 graduate students. An Equal
Opportunity, Affirmative Action Employer.

Bushess Administration / Economics: Augustana College, Sloux Falls, South Dakota
invites applications for a tenure eligible position in the Department of Business Administration at the rank of Assistant or Associate Professor, beginning September
1992. Ph. D. in Business Administration or
idis, Emphasis in the teaching of management information systems, secondary area
to quantitative methods/operations research or health care administration. Onportunity of an administrative role in
munching a new graduate program. An interest in establishing positive relationships
in the business community and excellence
in teaching required. A cosmitment to coetinued professional and scholarly growth ilinated professional and scholarly growth and to the mission of a church-related liberal arts college expected. Position closes Aprill 1, 1992 or until position is filled. Send letter of application, vina, graduate transcripts (direct from Resistrar's Office), names, identities and stephonen numbers of three current references, and a sistement of personal and professional goals to: Jennes Kruse, Admissistrative Arsatant, Office of Academia Affairs, Augustana College, 29th and Summit, Sioux Palis, South Dakota 57197, ISOE/AA.

SOUTHERN LOUISIANA UNIVERSITY Hammond, LA 70402

The College of Education is seeking Assistant/Associate Professors for the following tenure-track positions:

DEPT. OF EDUCATION. Effective August, 1992. Ph.D./Ed.D. Teaching, research, and service required. Evidence of scholarly and professional activity; university teaching experience desirable. Application deadline: March 15, 1992; or until qualified applicants are identified. Contact Martha Head, P. O. Box 749-SLU, Hammond, LA 70402; Telephone (504) 549-2221.

Educational Administration: Teaching duties in administration/su-pervision. Experience as elementary/secondary teacher and adminis-trator.

Educational Psychology: Teaching duties in educational psychology. Experience in an appropriate educational setting preferred. Elementary Education: Teaching duties in elementary education methods. Experience as elementary teacher required.

Reading Education: Teaching duties in reading/literacy. Experience as an elementary teacher required.

DEPT. OF SPECIAL EDUCATION. Two openings for Fall 1992. Inquiries to W. Glenn Morgan; Chair, Search Committee; Southeastern LA University; Department of Special Education; P. O. Box 879-SLU; Hammond, LA 70402. Hard money positions, competitive salaries, release time provided for research activity/grant applications,

time provided for research activity/grant applications.

Speech-Language Pathologist: Assistant/Associate Professor.

Ph.D., CCC-SLP with focus on adult neurogenic disorders. Applications are encouraged from persons holding a doctoral degree with a distinguished record of scholarship and funding. A versatile individual is desired to teach graduate and undergraduate courses, engage in research and fulfill routine responsibilities such as student advisement and committee work. Competency in neurogenics with special interest in geriatric population preferred, but will consider competency in voice disorders or stuttering, and/or infant/toddier communication disorders.

Speech Scientist: Assistant/Associate Professor. Ph.D. to teach basic undergraduate and graduate courses and manage recently equipped computer-based (IBM and MacIntosh) speech science lab.

DEPT. OF HEALTH, P.E., AND DANCE. Available 1992-93 academi DEPT. OF HEALTH, P.E., AND DANCE. Available 1992-95 academic year. Doctorate with specialization in adapted physical education and sports medicine. Priority given to candidates with previous successful college teaching experience, NATA certification and a record of research, publication, and grant writing. Duties include teaching undergraduate/graduate adapted physical education and sports medicine classes leading to certification; maintaining a focused program of research and scholarship, and assisting with student advising, program development, committee work and other department assignments. Review of completed applications begin March 4, 1992 and continues until position is filled. Submit letter of application, vita, and three letters of reference to Belty Baker, P. O. Box 845-SLU, Hammond, LA 70402.

Southeastern Louisiana University is an Affirmative Action, Equal Opportunity Employer and is actively seeking a diversified staff.



Newberry College, a private Lutheran Church related college in South Carolina, offers the following positiona:

MATHEMATICS

A tenure-track position in mathematics beginning August, 1992. Rank determined by training, experience, and responsibilities. Position replaces retiring Department Chair. Doctorate required. Public school teaching required. Twelve-hour teaching load each semester. Committee service and academic advising expected. Review of applications begins February 10. Applications accepted until position is filled.

RELIGION

A tenure-track position in religion beginning August, 1992 at the rank of Assistant Professor. Broad interests and background helpful in a small department. Specialization desired in theology, church history, and world religions. Doctorate required. Lutheran candidates prefetred. Twelve-hour teaching load each semester includes required one-semester freshman-level Bible survey; sophomore-level course, "Christian Faith and Life"; and upper-level courses in areas of specialization. Committee service and academic advising expected. Review of applications begins February 8. Applications accepted until position is filed.

Send résumé, graduate transcripts, and names of three current references to Dr. John L. Setzler, Dean of the Coilege, Newberry College, Newberry, SC 29108.

Newberry College is an AA/EO employer.

cince. \$35,732 per year (lax exempt if qualified). Request application: (\$99762-5203.)
Closing date 10 January 1992.

Business/Markeling Education required: michine two years' related experience. Evidence of potential for scholarship and characteristic reach courses in human resources, management or personnal. Ph.D. required. Colleginte teaching extensions preferred. Collegine teaching sperionen prierred; minimum two years related business experience preferred; minimum two years related business experience. Potential for research, scholeratin, professional activities. Send letter of application, vita, three letters of reference by January 17, 1992 to: Professor Lynna Scalia, Chair, Search Copmittee, Business Department, State University College at Buffato, 3300 Element Avenue, Buffato, New York 14222-1093. Women and minorities executaged to apply. SUCB is an spiloyer.

1992 for Professor Lyone Scalls, Chair, Search Committee, Business Department, State University College at Buffalo, 1360 Elmwood Avenue, Buffalo, New York 1422-1935, Women and micorities encouraged to apply, SUCB is an equal opportunity, affirmative action employer. Chemistry: The Chemistry Department at the Virginia Milliary Institute hus an assistant professor tenure track position for the Fall of 1992. The successful candidate must hold a Ph.D. degree in analytical chemistry; teach general chemistry and analytical chemistry; and be willing to establish an undergraduate research program. VMI faculty are expected to wear the uniform and support the mission of the institute. Send surpiculum vius, a sitemator of teaching philosophy, a progosed research program, and tures letters of recommendation to Dr. Edwin Golfer, Head, Chemistry Department, VMI, Lexharton, Virginia 24450-0004 per proposed.

Chemistry: Instructor, full-time, tenure track, beginning Pall Somester 1992, \$28,994 to \$40,877. Master's degree required. A résumé or vita may not be substituted for a complete application. For application and list of requirements/duties contact Butle College Personnel, 335 Butle Compus Drive, Oroville, California 93965; beau proposition of the first position will be strength of the physical, norganic or analyting physical, norganic or analyting physical, positions is terching, gree left research facilities are available. Teach research facilities are available. Teach approach to the physical propagation of t Chemistry: Telkyo Maryerest University invites applications for a full-time tenure track position in Chemistry. Teaching responsibilities may include general, analytical, environmental chemistry and robustes.

UNIVERSITY OF CALIFORNIA at BERKELEY

FACULTY POSITIONS IN SIMULATION AND VISUALIZATION, ELECTRONIC AND OPTOELECTRONIC DEVICES AND TECHNOLOGY, and LOW-TEMPERATURE ELECTRONICS, beginning in 1-lift Semester 1992, pending budgetary approval. The Department of Electrical Engineering and Computer Sciences at the University of California at Berkeley is currently seeking outstanding faculty candidates with research in the general areas of:

(i) SIMULATION AND VISUALIZATION. Areas of interest include (i) SIMULATION AND VISUALIZATION. Areas of interest include the use of computers to simulate complex phenomena, devices and systems, and to the presentation of these calculations in visual form to promote understanding. The candidate must emphasize the use of simulation and visualization in at least one of the following application areas: (a) the reconstruction of multidimensional configuration (3D or higher) from lower dimensional data as in tomography, NMR and NRI imaging, and in eismit data; (b) the analysis, understanding, and design of complex control or communication systems; (c) the analysis and design of complex control or communication systems; (c) the analysis and design of electronic or metastronic devices; (d) the modeling of complex physical phenomena, including plasmas, semiconductor processing equipment and semiconductor devices. The candidate should be able to teach basic courses in systems, communications and control. Appointment will be made only at the ASSISTANT PROFESSOR level in a tenue-track position.
(ii) BLECTRONIC AND OPTOBLECTRONIC DEVICES AND

(ii) ELECTRONIC AND OPTOELECTRONIC DEVICES AND TECHNOLOGY. Areas of interest include electronic/optoelectronic devices based on nanostructures and/or ultrafast phenomena. Condidates should have a strong record of research and are expected, along with other members of the faculty in this and other departments (material science and physica) as well as scientists at Lawrence Berkeley Laboratory, to provide leadership in this field of research. Although technology and fabrication aspects are considered an essential part of nanostructure/high speed device research, preference will be given to research in the actual creation of novel devices/new functions and device physics studies. The potential to initiate collaborative efforts involving advanced facilities, such as Advanced light Source (Synchrotton radiation) at Lawrence Berkeley Laboratory, will be positively (although by no means exclusively) considered.

The candidate should be able to teach basic courses in electronic devices and (II) ELECTRONIC AND OPTOELECTRONIC DEVICES AND

The candidate should be able to teach basic courses in electronic devices and/ or optoelectronics. It is expected that the appointment will be made at a senior, tenured level, although applications will also be considered for a

junior level appointment.

(ifi) SUPERCONDUCTIVE ELECTRONICS/ELECTROMAGNETICS. Candidates might have interests in superconducting digital circuit design and/or device and fabrication technology for low and high-temperature superconductors. Candidates from related fields such as electromagnetics will also be considered. Candidates will be expected to teach undergraduate and graduate courses in semiconducting or superconducting devices, technology, circuits, physical electronics, or electromagnetics. The appointment will be made at the ASSISTANT PROFESSOR level only in tenure-track position. enure-track position

Applicants must have a doctoral degree or comparable academic and indus-

Interested persons should apply as soon as possible and by February 28, 1992 to insure full consideration, to the Chairman at the address based below, including a resume, copies of publications, a statement of interest, and names and addresses of references.

rofessor Paul Gray, Chairman Department of Electrical Engineering and Computer Sciences University of California Berkeley, California 94720 Telephone: (510) 642-0253

The University of California is an Equal Opportunity, Affirmative Action Employer.



JOHN CARROLL UNIVERSITY

DEPARTMENT OF EDUCATION

Two tenure track Assistant Professor Positions Beginning August, 1992

Flementary Education: Teaching responsibilities in Elementary Education with expense preferred in math or science education. Obcorrate, certain alion, and three years of elementary teaching experience required.

School/Educational Psychology: Teaching responsibilities in School Psychology and Teacher Education programs. Doctorate in School/Educational Psychology teaching and school psychologist experience and certification-licensure required. iohn Carroll, a Jesuit institution enrolling 4,600 students, is an equal opportunity employer and actively seeks applications from members of traditionally under represented minority groups. Send letter of application, vita, which is transcripts and three current letters of recommendation by February 14, 1992 to:

Department of Education, John Carroll University, University Heights, Oil 44118-4581

Due to growth in student enrollment, expanding programs and new facilities,

FACULTY POSITIONS

Due to growth in student enrollment, expanding programs and new facilities, exciting teaching opportunities are available at Dowling College.

Dowling College invites applications for anticipated full-time faculty positions. The primary expectation of a faculty member at Dowling is excellence in teaching. Other areas of responsibility include advisement of students, research and/or scholarship, curriculum development and departmental and College committees. Doctoral Degree or equivalent experience in respective field and teaching experience at the college level are essential. Interdisciplinary appointments are encouraged.

and teaching experience at the college level are essential. Interdisciplinary appointments are encouraged.

Dowling College is an independent, co-educational liberal arts college, offering its current graduate and undergraduate students degrees and certificate programs in liberal arts and professional disciplines, graduate degree programs in business administration and education and post-masters offerings in aviation management, total quality management, and education. The College is located on the south shore of Long Island, fifty miles east of midtown Manhattan.

ACCOUNTING

BULLETIN BOARD: Positions available

Teaching requirements include graduate and undergraduate courses in Managerial Accounting. In addition, the qualified individual must provide leadership and assist the College in developing a quality 150 credit hour program in Accounting that will lead to the development of a Master's Degree.

AVIATION AND TRANSPORTATION

Potential opportunities for Aviation-Transportation educators in specialties such as National Transportation Systems, Intermodel Transportation Management, Systems Management Analysts, Aviation and Transportation History and Operations, Logistics, and

CHEMISTRY

Organic Chemistry professor to share responsibility for two person discipline. Teaching responsibilities include Organic Chemistry, Biochemistry, Natural Science Core courses.

COMPUTER SCIENCE Knowledge of various computer

environments and languages is

EDUCATIONAL ADMINISTRATION

Must provide departmental leadership and curricular development in the field of Educational Administration. Experience in public school administration required.

ELEMENTARY EDUCATION Experience with Computers in

Education and classroom teaching essential. Student teaching supervision experience preferred.

QOVERNMENT

Competence in Government and Political Science, with special emphasis on International Relations. Ability to teach Western Political Ideas and Institutions in a Liberal Arts Core curriculum.

Specialization in American and World History

MANAGEMENT

Management generalist with experience in Organizational Behavior and Human Systems Management, an abilidesirable.

PHILOSOPHY

Expertise in the History of Philosophy, particularly classical Greek and Roman Philosophy. **PSYCHOLOGY**

Expertise in Industrial/Organizational Psychology.

READING/SPECIAL **EDUCATION**

Commitment to a whole language philosophy and to teaching in mainstreamed settings. Experience in teaching Reading and Special Education is essential.

SCIENCE EDUCATION K-12 Science Education. Teaching

experience at Elementary and Secondary levels required.

VISUAL ARTS

Two vacancies available to cover a variety of courses in Painting, Drawing, Art History, Graphics with ability to teach Art in Western Civilization in Liberal Arts Core program. (MFA with appropriate experience required.)

There are exciting opportunities for adjunct faculty appointments in all disciplines for day, evening and weekend teaching. The College offers excellent benefits along with a competitive salary.

Please send letter of interest and curriculum vitae to Director of Human Resources, Dowling College, Oakdale, L.I., N.Y. 11769-1999

Where Everyone Grows An Equal Opportunity/Affirmative Action Institution

pate are expected. The College of Charlesson is an urban college with an enrollment of 8500 graduate and undergraduate students located in Charleston, South Carolina. The Chemistry department constats of the hill-lime faculty and offers ACS cartified B.S. degrees in Chemistry and Brochemistry. Send resumé, a brief discussion of research plans and the names of threa people willing to serve as references to Dr. Henry Donato, Fr. Chairman, Department of Chemistry, College of Charleston, Charleston, South Carolina 29424. Minorities and women are encouraged to apply. Applications must be received by the end of February. AAFEOE.

Chicano Studies Postductoral Teaching Fellowshin at Studies are encouraged to apply.

Child Development: Tenure-track Assistant Professor position. Human Development and Family Studies, College of Health and Human Development, The Pennsylvania State University. A beginning assistant professor is sought whose research focuses on applied child development. Specialization may be in day care or other educations and human development interventions. The sensition is program of research, undergraduate and graduate teaching. This person is also expected to serve in an advisory role to the department's ethic development lab and day care programs. The Department of Human Development and Family Studies administers aroduste, undergraduate, and research programs focused on individual development from infency through old age, on family structure and dynamics and their influence on health and human development, on the fungar of socializultural contexts on development, and on the fungar of socializultural contexts on development, and on the design

1992. Satary is based on rank, detree, and experience. Applicants should have a Ph.D. or be ABD in Communication, emphasizing mass mediated communication studies with experience in Radio/Television production and corporate media planning. Experience teaching public address useful. Application review begins February 10, 1992. Submit current vita; names and delephone mumbers of three references to Dr. Sheri Reeves Bleam, Adrian Collegs, Adrian, Michigan 49221. Women and minorities strongly encouraged to spply.

Communication: Northwestern University is reopening a search for an assistant professor in interpersonal communication for a tenure track position to begin September 1, 1992. Candidates abould have a strong interest and background in cognitive approaches to the study of interpolive behaviors. It is essential that candidates have demonstrated competency in quantitative

Communication: The University of North Carolina at Charlotte. Communication Studies program seeks to fill the following

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

ANTICIPATED FACULTY POSITIONS **FALL 1992**

Brooklyn Culiege is a comprehensive liberal arts institution, located on a 26-acre site in an urban setting, serving 16,000 students in 95 undergraduate and 75 graduate programs. The college is committed to providing the highest quality education to students of diverse ethnic, religious, and economic backgrounds.

BROOKLYN COLLEGE/CUNY

Appointments are at the Assistant Professor level, except as noted. Doctorate required. Candidates are expected to teach undergraduate and graduate courses, conduct research, participate in curriculum development and other departmental activities. Demonstrated excellence in teaching and a significant research and publication record essential.

Artist/Photographer to teach basic and advanced photography courses with an emphasis on black/white darkroom procedures (knowledge of color desirable) and basic twodimensional design courses; a familiarity with basic computer image manipulation software necessary. Experience as a photo journalist sensitive to photography's capacity to expand social consciousness desirable.

BIOLOGY

Conduct creative research using modern methods of molecular biology or immunology to investigate problems in cell biology. developmental biology or neurobiomodel eukaryotic organism.

CLASSICS Specialization in Roman literature, dvilization or

Specialization in total and large in Latin and Greek to teach courses in undergraduate classical literature in translation and language courses in Latin and Greek.

ECONOMICS

Teach primarily in business and account programs including corporation financial management and investment and security

EDUCATION

Teach early childhood teacher education courses and direct the early childhood laboratory school; experience in working with urban populations including expertise in the developmental needs of children and their families essential.

EDUCATIONAL SERVICES

Counselor with specialization in counsel psychology or other appropriate discipline to do group and individual counseling, including work with students on academic probation teach freshman orientation courses in the college's opportunity program (SEEK). Previous oxperionce essential.

FILM

Teach introductory production courses and advanced courses in screenwriting, sound and directing, with an omphasis on the narrative fiction film; supervise indopendent student productions. Doctorate or Master of Fine Arts degree plus professional experience in film production required.

GEOLOGY

Environmental Geologist with a specialization in geophysical hydrology, environmental geochemistry or geotochnics/engineering geology to teach courses in environmental and sedimentary geology and minerals. sedimentary geology and superviso Master's/

HEALTH AND NUTRITION SCIENCES

Specializations in food actorica and food service management. Also supervise Master's thesis and student research projects and participate in the development and function of proposed American Dietetic Association Advanced Placement 4. Registered Dietician credential

HISTORY

position. Review process will be gin immediately and continue until a suitable candidate is located. Assistant Professor: Tenure track appointment bosins August 1992. Prior college level teaching required. Ph. D. by time of appointment required, Must be able to teach besic courses in Public Relations including a Public Relations including a Public Relations.

tions including a Public Relations Lab. Opportunity to develop additional courses for
a Public Relations track. The ideal candidate will also be able to teach courses in
some of the following areas: Public Speakins, Small Group Communication, or Communication Theory. Salary competitive.
This is an excellent opportunity to Join a
Communication Studies program moving
toward departmental status and an undergraduate major. Malivated applicants will
find the mpidity snowing Charlotte area to
offer diverse opportunities for professional
activities. Send cover letter, vita, official
transcripts, and these letters of reference to
Dr. Bill Hill, Coordinator, Communication
Studies, Department of English, UNC
Charlotte, Charlotte, North Carolina
28223, AA/BOH.

Communication: Written Communication in Business, Cornell University, Cornell University's School of Hotel Administra-

Daniel M. Lyons Visiting Professor in American History at the associate or full professor level.

Endowed chair for an historian with a broad background in the field whose research concerns the Ideals and institutions of American Democracy. Possible specializations are American constitutional, legal, social and intellectual history. Applicants must have significant publications, a strong commitment to undergraduate teaching, and have attained the rank of associate or full professor. The chair may be held during academic years 1992-1993, 1993-

POLITICAL SCIENCE (2 positions)

One position with a concentration in public administration, public policy and constitutional law; the other position with a concentration in international politics, law and organizations.

PSYCHOLOGY

Research interests in learning, conditioning, or cognition (animal or human), background in neuroscience/neuropsychology desirable; teaching includes courses in the University's doctoral subprogram in Experimental

TELEVISION/RADIO (2 positions)

Full Professor to serve as senior faculty membe in the Master of Science program in TV Programming and Management and to advise graduate students in the Master of Fine Arts program in TV Production; teach courses in mass media, introduction to broadcasting and nternational broadcasting. Doctorate, or equivalent professional experience in television pro-gramming and management.

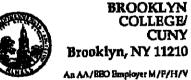
Assistant Professor to teach television roduction courses including single camera oduction in a variety of tape formals, elements of TV studio production and sight/ sound/ motion (media aesthetics); serve as Executive Producer of programs produced by Master of Fine Aris students. Doctorate, or five years of professional experience in television production.

THEATRE

Toach courses in directing, acting and related areas; provide leadership in the development of the Master of Fine Aris program, including recruitment, curriculum development and serving as liaison with New York-based theatrical companies in arranging student contextibities and interphine direct one or two assistantiships and internships; direct one or two mainstage productions each year. Experience as a stage director with professional credits

All appointments are subject to financial ability. Salary range is commensurate with qualifications and experience. Pull Professor \$46,310-\$66,310; Associate Professor \$37,308-\$55,179; Assistant Professor \$28,630-\$46,176. Appointments include a complete benefits package.

Please send resume and three references, by March 16, 1992, to: Dr. Joan V. Rome, Director, Personnel Services and Labor Relations.



BROOKLYN COLLEGE/ CUNY Brooklyn, NY 11210

tion invites applications from Individuals specializing in written business communication. Major teaching responsibility is an undergraduate course emphasizing exposition and argument in business/technical contexts. Opportunity to teach required undergraduate course in oral managerial communication and upper level Course in communication and upper isvel course in written managerial communication, and to team teach other undergraduate offerings. Expected to polyies students and to contribute to faculty committees, currictulum development, and other projects. Lecturer. Master's degree or equivalent required. Business knowledge or experience an adventage. Salary commensurate with qualifications. Non tenure track appointments are for two years. Appointment begins August 1992. Sand letter of application, rérunge, and three letters of recommendation by February 23, 1992 to Michael H. Redila, Associato Dean of Academic Affairs, School of Hotel Administration, Cornell University, Iffasca, New York 14833. Affairmalive Aetlon, Equal Opportunity Employer.



BULLETIN BOARD: Positions available

Music Theory.

NATURAL SCIENCES AND MATHEMATICS

Department

HUMANITIES

Comparative Literature

and Languages: English as a Second Language Program

Communication Arts

Drama & Dance

Several positions available

English

Music

Spanish

2 positions

Chemistry

Engineering

Mathematics

SOCIAL SCIENCES

Political Science

Psychology

Speech Arts & Sciences

HOFSTRA UNIVERSITY

ANTICIPATED FULL-TIME TENURE TRACK FACULTY

OPENINGS FOR FALL 1992

Director of English as a Second Language Program: Specialization in Applied Linguistics, to teach undergraduate courses in ESL and Master's degree level courses

Journalism Program; to teach broadcast news and general journalism courses. Must have writing, reporting and producing experience in broadcast and print journalism. MA and teaching experience required.

Technical Director for Productions: MFA required. To teach stage craft, rigging, scenery construction, and to supervise craws for production activities. Appointm to administrative staff or faculty, depending upon qualifications and experience.

Critical Theory, Composition Theory, Rhetoric, English Literature—1500 to 1700, and African-American Literature.

Speech Communication generalist with emphasis in interpersonal and organiza-

Speech Language Pathologist or Audiologist with specialization in Speech and Hearing Science. Secondary areas such as phonology, motor speech or acoustics desirable. CCC required. Department has ASHA-approved Master's degree pro-

Analytical Chemistry: to teach courses in General Chemistry, Quantitative Analysis and Instrumental Methods.

Inorganic Chemietry: to teach courses in general chemietry and advanced inorganic

Social/Cultural Anthropology, with a specialization in Asia, Middle East or Latin

Cognitive Psychology: To teach such courses as Human Cognition, Sensation, Perception, Neuro-psychology, History and Systems, Research Methods.

International politics with area specialization in Africa or Latin America.

Preferred Fields of Specialization

A generalist with native Spanish fluency.

Electrical/Computer Engineering

All areas of specialization will be considered.

American politica, public opinion, political parties.

Located on a 238-acre residential campus in suburban Long Island, 25 miles from Manhattan, Hofstra is a comprehensive university enrolling 7,000 full-lime undergraduates and 5,000 graduate and part-time students in all areas of the Liberal Arts and Sciences as well as in Business, Education, Engineering and Law.

Unless otherwise noted, a Ph.D. is required and teaching experience is preferred for all positions. Rank and salary are open and will be competitive and commensurate with experience. Send resumes and references to the chairperson of the appropriate department, Hoistra University, Hempstead, New York 11550-1090.

Application deadline, February 10, 1992

Chair

Occupational Therapy

Department

HOFSTRA UNIVERSITY

Hempstead, New York 11550-1090

Hofstra University is an equal educational opportunity institution.

Assistant/Associate Professor and Chair of new OT department. Doctorate preferred: Master's, eligibility for Ohio Licenaing, leaching, service and administrative experience required. Chair will continue to develop and will implement a new bachelor's level program in Occupational Therapy which is scheduled to begin September, 1993. Duties include administration, teaching (specialization open) and scholarly activity. Xavier is an urban Jesuit university with a strong commitment to professional aducation in the liberal arts tradition. Position starts September, 1992. Final date for application is February 15, 1992. AAV EO.

Send letter of application, résumé and three letters of reference to:

Chair, OT Search Committee 119 Alter Hall

Xavier University Cincinneti, Ohio 45207

QUEENS COLLEGE

Queens College, founded in 1857, is a private comprehensive college affiliated with the Presbyterian Church (USA) and located in Charlotte, N.C. The college includes a conducational, residential liberal arts program and several undergraduate and graduate evening programs for working adults. Queens is located in a pleasant area of Charlotte, a lively and growing urban center. We are especially eager to receive applications from minority and female candidates.

Faculty Openings for 1992-93:

Biology: Tonure-track assistant professor. Candidate must have the Ph.D. in blology and training and interests appropriate to introductory and advanced courses for undergraduate students. Also expected to teach developmental and cellular-molecular blology. Preference to candidates with research programs in which undergraduates might participate or interest in teaching in an interdisciplinary core curriculum. Letter of application, curriculum vitae, and names of three references to: Chair, Department of Biology, Queens College, Charlotte, NC 28274.

Composition: Ph.D. in composition and rhetoric to teach freshman composition courses in integrated undergraduate curriculum and to assist in writing lab. Opportunity to teach in flourishing adult evening program and in the college's core curriculum or communications programs. Prior teaching experience a plus. Letter of application, curriculum vitae, and names of three references to Professor Cathy Bowers, Chair, Composition Search Committee, Queens College, Charlotte, NC 28274.

Computer Information Systems: Tenure-track assistant professor. Ph.D. in Computer Information Systems or related field preferred. Accounting background helpful. Duttes include teaching all levels in CIS major. Teaching experience with CASE tools, analysis and design, and COBOI. on microcomputer desired. Letter of application, curriculum vitee, and names of three references to Dr. H. Allen Maynard, Chair, Computer Information Systems Search Committee, Queens College, Charlotte, NC 2024.

Education: Two tenure-track assistant professor positions, Ph.D. or Ed.D. required. First position is in elementary education and requires certification and teaching experience at the elementary level and experitse in using computers in the classroom, psychology of learning, curriculum, and student teacher supervision. Second position is in secondary education with required participation in college-wide interdisciplinary core curriculum, preferably in its non-Western concentration courses. Education courses will be in content reading, educational foundations, and supervision of student teaching. Requires secondary certification and teaching experience. Letter of spplication, curriculum vitae, and the names of three references to Dr. Jan Ginger, Director of Teacher Education Programs, Queens College, Charlotte, NC 28274.

Prencits Tenure-track assistant professor, Ph.D. regulated. Duties include

French: Tenure-track assistant professor. Ph.D. required. Duties include teaching all levels of French language, literatures, and civilization. Native or near-native fluency. Interest in interdisciplinary core curriculum highly desirable. Application letter, curriculum vitae, and names of three references to: Dr. Michele Shaul, Chair, Department of Foreign Languages, Queens College, Charlotte, NC 28274. To ensure full consideration, applications due by Jan. 31, 1992.

anon, applications due by Jan. 31, 1992.

Methematics and Computer Science: Tenure-track assistant professor. Applicant must have strong commitment to quality teaching and a demonstrated ability to teach a variety of undergraduate courses in mathematics and statistics. Ph.D. in statistics or mathematics with concentration in statistics. Application letter, curriculum vitae, and names of three references to Dr. Lesley O'Connor, Chair, Department of Mathematics and Computer Science, Queens College, Charlotte, NC 28274. Closing date: Jan. 31, 1992.

date: Jan. 31, 1992.

Psychology: Two tenure-track assistant professor positions. Both require the Ph.D. In psychology and demonstrated commitment to undergraduate tracking excellence. I) Generalist with special emphasis in human cognition. Teaching responsibilities in general psychology, cognitive, and psychology of learning. May also participate in interdisciplinary core curriculum. 2) Generalist with special emphasis in developmental psychology. Teaching includes developmental and psychological testing and assessment. Additional responsibilities include developing and coordinating an institutional research and assessment program. Application, curriculum vitae, and names of three references by Feb. 15, 1992 to Dr. Christine Allegretti, Chair, Department of Psychology, Queens College, Charlotte, NC 28274.

Sociology: Tenuro-track assistant professor. Ph.D. and teaching experience required. We seek a generalist who can teach, among other courses, social theory, gender, research methods, and urban sociology as well as participate in the integrated core curriculum. Letter of application, curriculum vilae, and three letters of recommondation to Dr. Robert Ridel, Chair, Department of Sociology, Queens College, Charlotte, NC 28274.

PHILLIPS UNIVERSITY **Psychology Position**

Philips University invites applications for a tenure-track position as Assistant Professor of Psychology beginning August 1992. Primary responsibility is to trach courses in general, social, personality, abnormal, developmental and preferably in history of psychology and industrial-organizational as well. A 12-hour teaching load per term is usual. Ph.D. is preferred. Demonstrated teaching excitence and a strong commitment to undergraduate fiberal arts programs in a church related setting is preferred. Applications will be reviewed beginning March 15 and continue until the position is filled. Send letter of application, vitae, transcript, three letters of recommendation and evidence of teaching and research ability to: Dr. Forest Redding, Chair, Division of Behavloral and Social Sciences, 100 South University Avenue, Enid, OK 73701. Affirmative Action, Equal Opportunity Employer.

Join The Nation's Foremost Community College Faculty Where Students Are Top Priority.

Share in a rare opportunity for broad-based growth, and enjoy a stimulating, challenging, multi-cultural/ethnic professional work anytron-

- faculty and staff of 2,500 care about the success of the multi-
- Tracting and staff of 2.300 data about the subsess of the motification.
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 administration is committed to support faculty excellence.
 Programs need outstanding new faculty dedicated to teaching as a
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 a sirst-rate cafeteria benefit program designed for personal choice
 tlaxible work achedules
 time off with salary for professional growth
 participation in decision-making through a strong faculty govern-

Basic Communication: Reading

Engineering/Arch/Electronics ESL

History/Political Science Librarian Music

Psychology

- ance policy
 a showcase for creative/innovative ideas.

Qualified applicants with graduate degrees are encouraged to apply. Openings anticipated for Fall 1992 in the following disciplines:

Basic Communication: Writing Biology Chemistry/Earth Science Economics/Business English

onmental Sci. Technology Film/Video Humanities (Drama & Art)

" Other openings: Nursing instructors (various specialities)
Emergency Medical Technology (Paramedics)
Cardio Respiratory Therapy
(EKG or rejuted cardiovascular specialty area)
Diagnostic Medical Stenography.

¹⁴ Requires State licensure or eligibility to acquire Florida license and extensive professional experience; teaching experience prefer*r*ed. Formal application required: call 305-237-2050 for an application form. Copies of transcript(s) and three letters of professional reference must accompany the application. Only completed application packages will be considered. EA/EO Employer.



Southern Methodist University **BUSINESS POLICY**

Nominations and applications are now being accepted for the Ann Cox Chair in Business Policy and for a full or associate professor position in Business Policy and Strategy at the Edwin L. Cox School of Business, Southern Methodist University. The school seeks established scholars at each level who are continuing to push research frontiers forward, who are committed to excellence in teaching, and who will serve a leaders and mentors for junior faculty. The Dallas/Fort Worth area, in which SMU is located, is home to 31 Fortune 500 corporations and the school's proximity to the Dallas business community encourages close relationships between the faculty and Dallas area business leaders.

Nominations for the Ann Cox Chair should be sent to: Cox Chair should be sent to:

Richard O. Meson

Catr P. Colline Distinguished Professor

Southern Methodist University

Edwin L. Cox School of Business

Dallas, TX 78275-0333

Nominations for Full or Associate professorship should be sent to: Ellen Jackofsky Chair, OBBP Department Southern Methodiet University Edwin L. Cox School of Business Dallas, TX 75275-0333

Nominations and applications, accompanied by current vitae, should be re-ceived no later than February 20, 1992.

Southern Methodist University is an Equal Opportunity, Affirmative Action, Title IX Employer.

track, 10-month appointment, renewable; begin August 24, 1992. Master's in Broadcasting or Mass Communication required: Ph.D. or ABD and teaching experience preferred. Teach introductory courses; 4-5 courses per senester, other duties main and areduction management; desire experience in broadcast performance, directing, corporate video production. Sal-dines, and organizational desired and organization and communication, devertising and mubil relations, and organization. Divides at Edward Communication, devertising and mubil creations.

Companications sub description for Communications are proceedings of the Silvand State University, Sea Marcos, California State State Communication, substantial State University, Sea Marcos, California State State Course of the Silvand State University Sea Marcos, California State University, Season of Communication, and Sea Marcos, California State University Season of Communication and Season of Communication and Season of Communication and Season of Communication and Season of the following at the Communication stended season of the Silvand Season of the Silvand Season of Communication stended season of the Silvand Season of Season of the Silvand Season of Season of Season Season of the Silvand Season of Season Sea

Faculty Positions

The College of Education at Arizona State University invites appli-The College of Chicamon at Farrana and Chicamon apparent of the following nine-month tenure-track positions. Applicants should have demonstrated commitments to working with linguistically and culturally diverse populations. All salaries are

DIVISION OF CURRICULUM AND INSTRUCTION

Assistant/Associate Professor of Math Education (K-12) Assistant/Associate Professor of Math Education (K-12)
This position requires an earned doctorate with specialization in
mathematics education; successful teaching experience in K-12
and/or the college level; expertise in notrocomputer applications
and/or software evaluation and/or covic ultim development; demonstration of a scholarly record of research; publications in refereed pourals; and a charly defined program of uture research
which could incorporate opportunities for graduate students to
engage in related research. Experience working in multicultural
and urban settings; contributions to program development in
teacher education; demonstrated ability and commitment to working with practitioners in the field; and supervision of graduate
students pursuing advanced degrees are desired. The successful
candidate is expected to develop and teach undergraduate and
graduate courses in mathematics education; conduct research, acgraduate courses in mailternatics education; conduct research, actively seek funding and publish results of research; contribute to effective use of microcomputers in mathematics education; and participate in program development.

DIVISION OF PSYCHOLOGY IN EDUCATION

Assistant/Associate Professor of Learning and Instructional Technology

of Learning and Instructional Technology

Required qualifications include an earned disclorate in educational psychology or psychology with a strong concentration in human learning and cognition. Desired qualifications include evidence of interest in the relation between learning, cognition, and instructional processes; and published research in instructional psychology. The successful candidate is expected to teach at both the undergraduate and graduate levels; matitatin an active research program that has relevance to schooling; and to advise graduate students in both the Master's and Ph.D. programs in Learning and Instructional Technology.

Application deadline is Landary 20, 1992, and every two weeks thereafter until the positions are filled

Please send a letter of interest stating tale of position, current curriculum vitae, graduate transcripts, and three ()) letters of recommendation to the address below. If available, but not required, also submit evidence of teaching (syllab), exams, course evalua-

> Ms. Sandy Van Lugelenhoven Assistant to the Dean for Personnel
> College of Education Arizona State University Tempe, AZ 85287-0211

An Equal Opportunity Affirmative Action Employer

ARIZONA STATE UNIVERSITY





MINOT STATE UNIVERSITY

The College of Business invites applications and normalities for tenure track position within its Business Administration, Accounting, and Business Education department. Minot State University is a regardal, compaction, in normalism of approx. 3,600 bakes for said master's degree students. The College of Business serves over 1,000 students and is expanding to next solute 1 Minot, ND, a progression community with the eggent the University is located in Minot, ND, a progression community of 35,000, that offer excellent lavel, recreational, medical, and refucational services, low come rates, and other outstanding quality of the features. Positions are available in the following areas

Accounting: All areas of specialty will be consolered. Champerson—Prof. David Delies. Management Information Systems: All areas of specialty will be considered. Champerson—Prof. Robert Sandy

Finance: All areas of specialty will be considered. People is subject to future approach Chairperson—Pml. Keith Wilea I.

Chairperson—Pm. Keith Wirker.

Ph.D. proferred with AIII considered. Applicants though have established record of teaching excellence and research activities between theorems and three letters of recommendation to the appropriate chairperson. College of Boscoca, Mirred State University, Minol, North Dakota 56702. Review of applications will hear immediately Postorio opened and filled. opened until filled.

Communications: Full time, tenure track assistant professor position in mass communications or film aludes. Ph.D. required. Responsibility for the forenxics team and williagness to participate in the freshmen interdisciplinary cora courses highly desirable. The successful candidate must have a strong commitment to independent the number of a control of the professor must have a strong commitment to independent on the streams of the professor flavid flowers of tenurmenda tion, and a configuration. Pacific University I am EOR employer.

Communications: Purdue University Latured, Professor Mayor of the professor flavid flowers of tenurmenda tion, and a communication professor flavid flowers of tenurment of communication and Creative Arts. Start August 17, 1992. Purdue Calumet offers competitive adaptase coptional benefits. Position 1: Assistant/Associate professor basic Course Director, Responsible for design, revision, and implementation of all the professor relations. Communications: Pursue University Calumet. Hammond, Indiana Department of Communication and Crestive Arts Start August 17, 1992. Purdue Calumet offers competitive salaries/exceptional beasefts. Position 1: Austraul/Associate Professor. Basic Course Director. Responsible for design, revision, and implementation of all

communication education); currency in methodologies; curriculum development, thesis direction, Required: Barned Ph.D., excellent teaching evaluations/experience, all qualifications for appointment to graduate faculty, exceptional ghillity to communicate in English, areas of research appropriate this department, and demonstrable commitment to the othical standards of the Purdue University systems. Application Procedure: Appropriate visa status, as of application, required of all international applicants. Application package must contain the firm applicant, current curriculum vitae, names of 3 references, and official irranscripts of all UG and OR coursewers. Review of applications abona on February 17, 1992, continues until position is filled. Mail to: Professor William L. Robinson, Department of Communication and Creative Arts, Purdue University Calumet, Haumond, Indiana 46323, Purdue University Calumet, Haumond, Indiana 46321, Purdue University Calumet, Haumon

UNIVERSITY

The College is a two-year community/technical college located near the scenic beaches of Myrtie Beach, South Carolina, which is also known as the golf capital of the East Coast to include 71 championship

Applications are now being accepted for a full-time instructor in Golf Course Technology. Applicants should possess a Bachelor's Degree in Agronomy or related area with soils lab experience; Master's Degree preferred. Position available immediately. Salary commensurate with education and experience.

Submit cover letter, résumé, and transcripts to: Personnel Office, Horry-Georgetown Technical College, Post Office Box 1983, Conway, SC 29528, Position open until filled. BOE/AA.

order to position the School of Medicine before the public. This person will also be the school's listen with the Las Vegas strainers community service, exploring outside funding, serving as university representative to public in area of community service. the school's lisison with the Las Vegas business community, coordinate special such is a second community service. Organizing special events in Las Vegas, and contribute to School of Medicine rublications. Must have a bachelor's degree in journalism, or related field, and minimum three years' experience; preference will be given to applications that the Las Vegas market and/or who have a to application of the Las Vegas market and/or who have experience in medical communications. Submit cover latter, up-to-date resumds, and the names, addresses and telephone numbers of five references to Kay Grimell, University of its desirable that the candidate have knowledge and experience of Jesuit education. Submit curriculum visity of Novada School of Medicine, 2040 West Charleston, #501, Las Vegas, Novada 28002. Review of applications will remain open until February 7, 1992. The University of Novada School of Medicine is an AAROR.

Community Service: Director of Communication deadline February 29, Position available in summer, 1992. AARCOR.

or application, vita, and three letters of reference to: Chair, Communication Sueles Search Committee, Liberal Arts and Sciences, Alfred University, Affred, New York 1880?, Alfred University an Affred, a trive Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Communications / Publications: Medical School Media Laison, Primary responsibilities will be to have daily interaction with the southern Nevada and regional media in

Comperative Literature: Oblo Wesleyan pecks an Assistant Professor in Slavic Studies or Comperative Literature (based in Russian or asother Slavic language) to teach the English): Slavic (including Russian) and other continental Buropean literatures, especially Nherteenth contury, and comperative myth & folklore. Candidates should enjoy undergraduate teaching in the bistory of kleas, literature, and est. Entry

ANNOUNCEMENT OF FACULTY OPENINGS FOR 1992-93 COLLEGE OF EDUCATION CALIFORNIA STATE UNIVERSITY

SAN MARCOS The College of Education at California State University San Marcos is pleased to announce the opening of a search for up to nine new faculty members for the 1992-93 academic year. These positions represent an unparalleled opportunity for persons with vision, energy and exceptional expertise to contribute to the development of a new, distinctive College of Education, dedicated to improvement of teaching and learning in K-12 achools. The College seeks candidates who represent a diversity of interests and multiple ways of knowing. Women, persons with disabilities, racial, ethnic, linguistic, and other placetics are strength and the properties.

California State University Sen Marcos is a University for the 21st century, committed to development of exemplary programs of teaching, research and public service. Formally established in July, 1989, CSU San Marcos is the twentieth and newest campus in the California State University system.

The mission of the College of Education is to foster continuous advancement of student tearning in elementary, middle and secondary schools in our immediate service region, and to contribute to improvement of teaching and teacher education at the state and national levels. Two fundamental themes guide all of our teaching, research and service activities in the College of Education: first, all students can learn, not only rote facts but to reason and use their minds well, and teachers are the primary agents for this loarning; second, teachers must be lifeting isamners themselves, professionally empowered and skilled at problem solving and collaboration with their peers to design effective approaches for ensuring student success. College faculty are expected to model excellent instruction and to use research models which have direct application to contemporary problems of schooling. College faculty are also expected to collaborate with K-I2 educators in the design and implementation of teaching, student teaching, and research programs.

and other minorities are strongly encouraged to apply.

The College currently offers the Multiple Subject Credential (K-8), preparing teachers primarily for service in California elementary schools. Beginning in fall 1992, teacher preparation programs in middle school education and billingual/cross-cultural education will be instituted, as will a master's degree program for inservice teachers.

We seek candidates who are intrigued and challenged by the opportunity to help build a state-of-the-art College of Education. Preference will be given to candidates who have: 1) teaching experience in middle or elementary schools, 2) experience/interest in multicultural settings, and 3) experience/interest in collaborative work with K-I2 educators, in

Students with Special Learning Needs Bilingual Education Multicultural Education ESL Theory and Methods Literacy / Reading and Writing Education Mathematics Education Computers and Technology in Education Science Education Social Studies Education Learning and instruction Children's and Adolescents' Literature

Tenure-track positions are avaliable at the level of Assistant or Associate Professor, and salary and benefits are competitive. Appointment at the level of Full Professor will be possible for persons with expertise in billingual education. Candidates should have an earned doctorate in an appropriate area of study and be current in their area of expertise. Additionally, applicants should have demonstrated excellence in teaching and educational research (or potential for conducting educational research). It is anticipated that successful applicants will assume their positions in mid-August, 1992.

Nominations and applications for the positions are invited. Interested persons should send a letter of application, which includes a statement of qualifications in relation to a) one or more of the listed areas of expertee and b) the stated beliefs/values of the College, and a complete curriculum vitee. Candidates should explicitly identify their primary and secondary (if any) area of expentee. In addition, one example of recent professional writing should be submitted. Applicants should arrange to have sent at least three and up to five letters of reference which specifically address qualifications in relation to the information presented in this position announcement. To assure full consideration, applications and supporting materials should be received by January 31, 1992. Send all materials to:

Dr. Stephen B. Kucer, Cheir College of Education Search Committee California State University San Marcos 820 Los Vallecios Blvd. San Marcos, CA 92098-000i

San Marcos is located in the north part of San Diego County, 35 miles north of San Diego, and ten miles from the Pacific beaches at Oceanside and Carisbad, it boasts a superb climate and is one of the festest growing areas of

CSU SAN MARCOS IS AN APPIPALINE ACTION EQUAL OPPORTUNITY EMPLOYER.
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HORRY-GEORGETOWN TECHNICAL COLLEGE GOLF COURSE TECHNOLOGY INSTRUCTOR

COLLEGE OF WILLIAM AND MARY School of Business Administration

Visiting Professor in Policy/Strategy Visiting Professor in Production/Operations

William and Mary's School of Business is seeking candidates for one year Visiting Professorship appointments (all ranks considered) in the areas of Policy/Strategy and Production/Operations. Please send curriculum vitae, three references, and a letter of interest to:

Alfred N. Page, Dean School of Business Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begin on February 3, 1992 and positions will remain open until filled. William and Mary is an Equal Opportunity, Affirmative Action Employer and especially encourages applications from women and members of minority groups.

level, tenure-track position for Ph.D. (granted by August 1992). Send Curricatum Vinae, transcript, three tenters of reference, a writing sample 65 pages maximum), and a syllabus for 13-week course on "The Nineteenth Century", postmarked by 31 fanuary 1992 to Doe Latelege, Humanifest Charles, Ohio Wealeyan University, Delawars, Ohio 43015. Members of minentity groups and women are escouraged to apply

Computer information Systems: Assistant Professor of Computer Information Systems to teach undergraduate CIS courses (DFMA Model Curriculum) and graduate MIS courses, Collaborative and individual research/publication required. Ph.D. in Buriness Administration with major in area of Computer/Management Information Systems required. Consideration of applications will begin January 13, 1992. Contact Dr. John Retienmayor, Department of Computer and Office Information Systems, Northessi Louisiana University, Monroe,

Computer Information Systems; Mustiple tenure track positions for Fall 1992. Moster's degree required, Ability to reach introductory and advanced courses in one or more of the following areas: Networks, DDP, Graphics, Structured AnalysisDenian Technique: AVERpert Systems, DBMS, MicrofMini/Main Frame Operating Systems, Preference will be given to applicants with significant scaferale and non-ecademic apprisance. Cover letter, resume, transcripts, three professional references by February 1 to: ISCF Search Committee, Purdue University Calsmet, Hammond Indiana 46123. An Equal Opportunity, Affirmative Action Employer.

Louisiana 71209-0120. Phone (318) 342-

Computer Science: Computer Services. See listing "Library Technologist" under "Library. See advertisement this issue under Library, University of Kansas Medi-cal Center.



Queens College, founded in 1857, is a private comprehensive college affiliated with the Presbyterian Church (USA) and located in Charlotte, N.C. The college includes a coeducational, residential liberal aris program and several undergraduate and graduate evening programs for working adults. Queens is located in a pleasant area of Charlotte, a lively and growing urban center. We are especially eager to receive applications from minority and female candidates.

Faculty Openings for 1992-93:

Biology: Tenure-track assistant professor. Candidate must have the Ph.D. in biology and training and interests appropriate to introductory and advanced courses for undergraduate students. Also expected to teach developmental and cellutar-molecular biology. Preference to candidates with research programs in which undergraduates might participate or interest in teaching in an interdisciplinary core curriculum. Letter of application, curriculum vitae, and names of three references to: Chair, Department of Biology, Queens College, Charlotte, NC 28274.

Composition: Ph.D. in composition and rhetoric to teach freshman composition courses in integrated undergraduate curriculum and to assist in writing lab. Opportunity to teach in flourishing adult evening program and in the college's core curriculum or communications programs. Prior teaching experience a plus. Letter of application, curriculum vitae, and names of three references to Professor Cathy Bowers, Chair, Composition Scarch Committee, Queens College, Charlotte, NC 28274.

Computer Information Systems: Tenure-track assistant professor. Ph.D. in Computer Information Systems or related field preferred. Accounting background helpful. Duties include teaching all levels in CIS major. Teaching experience with CASE tools, analysis and design, and COBOL on microcomputer desired. Letter of application, curriculum vitae, and names of three references to Dr. H. Allen Maynard, Chair, Computer Information Systems Search Committee, Queens College, Charlotte, NC 28274.

Education: Two tenure-track assistant professor positions. Ph.D. or Ed.D. required. Pirat position is in elementary education and requires certification and teaching experience at the elementary level and experiese in using computers in the classroom, psychology of learning, curriculum, and student teacher augervision. Second position is in secondary education with required participation in college-wide interdisciplinary core curriculum, preferably in its non-Western concentration courses. Education courses will be in content reading, educational foundations, and supervision of student teaching. Requires secondary certification and teaching experience. Letter of application, curriculum vitae, and the names of three references to Dr. Jan Ginger, Director of Teacher Education Programs, Queens College, Charlotte, NC 28274.

French: Tenure-track assistant professor. Ph.D. 2024.

French: Tenure-track assistant professor. Ph.D. required. Duties include teaching all levels of French language, literatures, and civilization. Native or near-native fluency. Interest in interdisciplinary core curriculum highly desirable. Application letter, curriculum vitae, and names of three references to: Dr. Michele Shaul, Chair, Department of Foreign Languages, Queens College, Charlotte, NC 28274. To ensure full consideration, applications due by Jan. 31, 1992.

Mathematics and Computer Science: Tenure-track assistant professor. Applicant must have strong commitment to quality teaching and a demonstrated ability to teach a variety of undergraduate courses in mathematics and stablistics. Ph.D. In statistics or mathematics with concentration in statistics. Application letter, curriculum vitae, and names of three references to Dr. Lesley O'Cornor, Chair, Department of Mathematics and Computer Science, Queens College, Charlotte, NC 28274. Closing date: Jan. 31, 1992.

Paychology: Two tenure-track assistant professor positions. Both require the Ph.D. in psychology and demonstrated commitment to undergraduate teaching excellence. I) Generalist with special emphasis in human cognition. Teaching responsibilities in general psychology, cognitive, and psychology of learning. May also participate in interdisciplinary core curriculum. 2) Generalist with special emphasis in developmental psychology. Teaching includes developmental and psychological testing and assessment. Additional responsibilities include developing and coordinating an institutional research and assessment program. Application, curriculum vitae, and names of three references by Feb. 15, 1992 to Dr. Christine Allegretti, Chair, Department of Psychology, Queens College, Charlotte, NC 28274.

Sociology: Tenure-track assistant professor. Ph.D. and teaching experience required. We seek a generalist who can teach, among other courses, social libeory, gender, research methods, and urban sociology as well as participate in the integrated core curriculum. Letter of application, curriculum vitae, and three letters of recommendation to Dr. Robert Ridel, Chair, Department of Sociology, Queens College, Charlotte, NC 28274.

PHILLIPS UNIVERSITY **Psychology Position**

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Communications Job description for Compunications specialist: Communications specialist: Communications San Marcos, California 92096-0001. Fax # 16099 752-4830. Women and underrepression appearance of the CSU, seeks sonitor appearance are computed to the communication of the communications of the communication of the communications of the Denicis Professor of Communication and to create and device a communication program at CSUSM. Research field preferred in one or more of the following: restoric, interpersonal, or nearly and interpersonal, or nearly and interpersonal or manuscation, theory and research. Caralidates, must demonstrate experience and ability in the development of a multidimensional contratunication program; evidence of an established professional record; williagness to work in an interdecinileary environment; experience with community resures and university/community relations, Preference with the given its individuals with multicultural/multimational individuals with multicultural/multimational insertions.

sented groups strongly urged to apply.

Communication / Forensics: The Department of Communication Studies at Baylor University amounces an opening for an assistant professor to coach debate and teach courses in area of specialty. Ph.D. plus NDT debate experience and coaching experience required. Applicant seview begins January 15, 1992. The successful candidate will be committed to working in a diverse debate program consmitted to this NDT philosophy of debate. Places send application debate, Places send application of communication studies. Surring Date: September 1, 1992. Salary: Competitive, commensurate with unification and experience. General formation: Empirical and experience. General information: Empirical and experience. General formation: and minorities.

Communication Studies at Baylor University application in the Division of Communication Studies. Surring Date: September 1, 1992. Salary: Competitive, commensurate with unification and experience. General information: Empirical and experience. General information: Empirical and experience. General information and experience. General information and experience, General information and experience, General information and experience, General information and experience, General information and experience in the program communication and the performing arts. Its main communication and the perfor

Join The Nation's Foremost Community College Faculty Where Students Are Top Priority.

Share in a rare opportunity for broad-based growth, and enjoy a stimulating, challenging, multi-cultural/ethnic professional work environ-

The College's • faculty and staff of 2,500 care about the success of the multi-

culturativithnic student population.

culturativithnic student population.

creative and innovative programs stimulate student achievement.

administration is committed to support faculty excellence.

programs need outstanding new faculty dedicated to teaching as a profession.

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a merrate cateteria penetit program designed for personal choice
 flexible work schedules
 time off with salary for professional growth
 participation in decision-making through a strong faculty governance policy
 a showcase for creative/innovative ideas.

Qualified applicants with graduate degrees are encouraged to apply. Openings anticipated for Fall 1992 in the following disciplines: Basic Communication: Reading Business Data Processing Education Basic Communication: Writing

Biology Chemistry/Earth Science Economics/Business ronmental Sci. Technology m/Video manities (Drama & Art)

Engineering/Arch/Electronics History/Political Science Librarian

** Other openings: Nursing instructors (various specialties)
Emergency Medical Technology (Paramedics)
Cardio Respiratory Therapy
(EKG or related cardiovascular specialty area) agnostic Medical Stenography, Program Coordinator

** Requires State licensure or eligibility to acquire Florida license and extensive professional experience; teaching experience preferred.

Formal application required: call 305-237-2050 for an application form. Copies of transcript(s) and three letters of professional reference must accompany the application. Only completed application packages will be considered. EA/EO Employer.



Southern Methodist University **BUSINESS POLICY**

Nominations and applications are now being accepted for the Ann Cox Chair in Business Policy and for a full or associate professor position in Business Policy and Strategy at the Edwin L. Cox School of Business, Southern Methodist University. The school seeks established scholars at each lavel who are continuing to push research frontiers forward, who are committed to excellence in teaching, and who will serve as leaders and mentors for juntor faculty. The Dallas/Fort Worth area, in which SMU is located, is home to 31 Fortune 500 corporations and the school's proximity to the Dallas business community encourages close relationships between the faculty and Dallas area business leaders.

Nominations for the Ann Cox Chair should be sent to: Con the rain Cox Char should be sent to:

Richard O. Mason

Carr P. Coilins Distinguished Professor
Southern Methodist University

Edwin L. Cox School of Business

Dallas, TX 75275-0333

Nominations for Full or Associate professorable should be sent to: Ellan Jackofeky
Chair, OBBP Department
Southern Methodisk University
Edwin L. Cox School of Business
Dallas, TX 75275-0333

Nominations and applications, accompanied by current vitae, should be received no later than February 20, 1992.

Southern Methodist University is an Equal Opportunity, Affirmative Action, Title IX Employer.

track, 10-month appointment, renewable; besign August 24, 1992. Meater's in Broadcasting or Mass Communication required; Ph.D. or AlDB and teaching experience preferred. Teach tuteductory courses, 4-5 courses per gemaster, other duties minimal. Areas of apecialization required: production and production management desire experience in broadcast performance, directing, corporate video production. Salary and bonefits compatitive; summer employment based on curricular needs. An Hagast Opportunity/M-F/Affirmalive Action Employer; women and minority persons are encouraged to apply. Screening begins January 6; tearch continues until no stitute in the Sentence of the nations and experience of the nations are exclusive courses and continuing and experience ence will be given to candidates whose backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience backgrounds, training and experience backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience ence will be given to candidates whose backgrounds, training and experience are will be able them to approach to currently and training and experience backgrounds, training and experience backgrounds and training and experience areas will be able them to approach to currently and training and experience and what is training and experience and the all them to approach to currently

Communications: Emerson College of Boston invites applications for three tenurcities positions in the Division of Communication Studies. Surring Date: September 1, 1997. Salary: Conspetitive, commensurate with qualifications and experience. General information: Emerson is a liberal arts college of 2600 integrationate and architect suidents specializing in communication and the performing arts. Its main campus is in downtown Buston with branch computer in Los Angeles and the Nerherlands. Its divorse students both the U.S. and many foreign countries. Its

vertising agency experience required. The successful candidate must be able to incorporate the field of advertision/araketing communication within the context of an academic communication program. Possibly two positions in this area available. Ph.D. preferred. Assistant/Associate Professor evel. Position 2. Public Relations and Public Affairs. Teach graduate and inodergraduate courses in public relations, writing for public relations and public affairs, and other related public relations courses. Interested conditions and public affairs, and other related public relations courses. Interested conditions and public public relations courses. Interested conditions and public public relations courses in one or more of the following arcase: political communication, business communication. Drumalism, and health communication. Ph.D. required. To apply, please send resume and cover letter to. Drepartment Chair of Communication Studies. Reacron College. [06] and cover letter to. Drepartment Chair of Communication Studies. Reacron College. [06]. We are an Engual Opportunity. Affirmative Action Employ-or. Women and minorities are encouraged to apply.

Faculty Positions

The College of Education at Arizona State University invites appli-cations for the following nine-month tenure-track positions. Appli-cants should have demonstrated commitments to working with linguistically and culturally diverse populations. All salaries are commensurate with qualifications and experience.

DIVISION OF CURRICULUM AND INSTRUCTION

Assistant/Associate Professor of Math Education (K-12) Assistant/Associate Professor of Math Education (K-12)
This position requires an earned ductorate with specialization in mathematics education; successful teaching experience in K-12 and/or the college level; expertise in microcomputer applications and/or software evaluation and/or curriculum development; demonstration of a scholarly record of research; publications in refereed journals; and a clearly defined program of ulture research which could incorporate opportunities for graduate students to engage in related research. Experience working in multicultural and urban settings; contributions to program development in teacher education; demonstrated ability and commitment to working with practitioners in the field; and supervision of graduate students pursuing advanced degrees are dustired. The successful candidate is expected to develop and teach undergraduate and graduate courses in mathematics education; conduct research, actively seek funding and publish results of research; contribute to effective use of microcomputers in mathematics education; and participate in program development.

DIVISION OF PSYCHOLOGY IN EDUCATION

Assistant/Associate Professor of Learning and Instructional Technology

lred qualifications include an earned doctorate in educational Required qualifications include an earned doctorate in educational psychology or psychology with a strong concentration in human learning and cognition. Desired qualifications include evidence of interest in the relation between learning, cognition, and instructional processes; and published research in instructional psychology. The successful candidate is expected to teach at both the undergraduate and graduate levels; maintain an active research program that has relevance to schooling; and to advise graduate students in both the Master's and Ph.D. programs in Learning and instructional Technology.

Application deadline is January 20, 1992, and every two weeks thereafter until the positions are filled.

Please send a letter of Interest stating title of position, current curriculum vitae, graduate transcripts, and three (3) letters of recommendation to the address below. If available, but not required, also submit evidence of (caching (syllab), exams, course evaluations) and research (pre-prints, reprints, manuscripts).

Ms. Sandy Van Engelenhoven Assistant to the Dean for Personnel College of Education Arizona State University Tempe, AZ 85287-0211

An Equal Opportunity Affirmative Action Employer





MINOT STATE UNIVERSITY

The College of Business invites applications and nominations for tenure track positions within its Business Administration, Accounting, and Business Education departments. Minot State University is a regional, comprehensive institution of approx. 3,600 bathers for an master's degree students. The College of Business serves over 1,000 students and is expanding to meet educational and economic development needs within the region. The University is located in Minol, ND, a progressive community of 35,000, that offers excellent travel, recreational, medical, and educational services, low crime rates, and other outstanding quality of life features. Positions are available in the following areas:

Accounting: All areas of specially will be considered. Chairperson—Prof. David DeMers. Management Information Systems: All areas of specialty will be considered. Chairper-son—Prof. Robert Sando,

Finance: All areas of specialty will be considered. Position subject to future approval. Chairperson—Prof. Kelth Witwer.

Ph.D. preferred with ABD considered. Applicants should have established record of teaching excellence and research activities. Submit resume and three letters of recommendation to the appropriate chairperson, College of Business, Minot State University. Minot, North Dakota 58702. Review of applications will begin immediately. Positions opened until filled.

Communications: Full time, tenure-track assistant professor position in mass communications or film studies: Ph.D. required. Responsibility for the forensics team and willingness to participate in the freshmen interdisciplinary core courses highly dealrable. The successful candidate must have a strong commitment to undergraduate teaching at a selective private liberal arts university. Please send letter of application, three letters of recommendation, and a curriculant vitae by February I, 1992, 10: Professor David Boersema, Chair, Humanilles Division, Pacific University, Porest Grove, Oregon 97116. Pacific University is an EOE employer.

Communications: Purdue University Calumet, Hammond, Indiana Départment of Communication and Creative Arts. Start: August 17, 1992. Purdue Calumet offers competitive adartie s'exceptional benefits. Position 1: Assistant/associate Professor, basic Course Director. Responsible for: design, revision, and implementation of all

Communications: Full time, tenure-track assistant professor position in mass communications or film studes: Ph.D. required. Responsibility for the forensics team and williagness to participate in the freshmen interdisciplinary core courses tughtly desirable. The successful candidate must have a strong comminment to undergraduate teaching at a selective private liberal arts university. Please send latter of spelication, three letters of recommendation, and a curriculum viane by February 1, 1997. (to: Professor David Boyraems, Chair, Humanilles Division, Pacific University, Forest Grove, Oreaon 97116, Pacific University, Forest Grove, Oreaon 97116, Pacific University is an EOE employer.

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HOFSTRA UNIVERSITY

BULLETIN BOARD: Positions available

ANTICIPATED FULL-TIME TENURE TRACK FACULTY **OPENINGS FOR FALL 1992**

Department HUMANITIES Preferred Fields of Specialization

Comparative Literature and Languages: English as a Second Language Program

Director of English as a Second Language Program: Specialization in Applied Lin-guistics, to teach undergraduate courses in ESL and Master's degree level courses in Linguistics.

Communication Arts

Journalism Program; to teach broadcast news and general journalism courses. Must have writing, reporting and producing experience in broadcast and print journalism. MA and teaching experience required. Technical Director for Productions: MFA required. To teach stage craft, rigging, acenery construction, and to supervise crews for production activities. Appointme to administrative staff or faculty, depending upon qualifications and experience.

Critical Theory, Composition Theory, Rhetoric, English Literature—1500 to 1700, and African-American Literature. English everal peattens available

Music Music Theory. Spanish A generalist with native Spanish fluency.

Speech Arts & Sciences

Anthropology

2 pesitkma

Drama & Dance

Speech Communication generalist with emphasis in interpersonal and organizational communications.

Speech Language Pathologist or Audiologist with specialization in Speech and Hearing Science. Secondary areas such as phonology, motor speech or acoustics desirable. CCC required. Department has ASHA-approved Master's degree pro-

NATURAL SCIENCES AND MATHEMATICS

Analytical Chemistry: to teach courses in General Chemistry, Quantitative Analysis and Instrumental Methods. Inorganic Chemistry: to teach courses in general chemistry and advanced inorganic chemistry.

Electrical/Computer Engineering Engineering

All areas of specialization will be considered. SOCIAL SCIENCES

Social/Cultural Anthropology, with a specialization in Asia, Middle East or Latin America.

Political Science American politica, public opinion, political parties.

International politics with area specialization in Africa or Latin America. Cognitive Psychology: To teach such courses as Human Cognition, Sensation, Perception, Neuro-psychology, History and Systems, Research Methods. Psychology

Located on a 238-acre residential campus in suburban Long Island, 25 miles from Manhattan, Hofstra is a comprehensive university enrolling 7,000 full-time undergraduates and 5,000 graduate and part-time students in all areas of the Liberal Arts and Sciences as well as in Business, Education, Engineering and Law.

Unless otherwise noted, a Ph.D. is required and teaching expertence is preferred for all positions. Rank and safary are open and will be competitive and commensurate with experience. Send resumes and references to the chairperson of the appropriate department, Hoistra University, Hempstead, New York 11550-1090.

Application deadline, February 10, 1992

HOFSTRA UNIVERSITY

Hempstend, New York 11550-1090 Hofstra University is an equal educational opportunity institution.



ANNOUNCEMENT OF FACULTY OPENINGS FOR 1992-93 COLLEGE OF EDUCATION CALIFORNIA STATE UNIVERSITY SAN MARCOS

The College of Education at California State University San Marcos is pleased to announce the opening of a search for up to nine new faculty members for the 1992-93 academic year. These positions represent an unparalleled opportunity for persons with vision, energy and exceptional expertise to contribute to the development of a new, distinctive College of Education, dedicated to improvement of teaching and learning in K-12 schools. The College seeks candidates who represent a diversity of interests and multiple ways of knowing. Women, persons with disabilities, racial, ethnic, linguistic, and other minorities are strongly encouraged to apply.

California State University San Marcos is a University for the 21st century, committed to development of exempliary programs of teaching, research and public service. Formally established in July, 1989, CSU San Marcos is the twentieth and newest campus in the California State University system.

The mission of the College of Education is to foster confinuous advancement of student learning in elementary, middle and secondary schools in our immediate service region, and to contribute to improvement of teaching and teacher education at the state and national levels. Two fundamental themes guide all of our teaching, research and service activities in the College of Education: first, all students can learn, not only note facts but to reason and use their minds well, and teachers are the primary agents for this learning; second, teachers must be fishing learners themselves, professionally empowered and skilled at problem solving and collaboration with their peers to design effective approaches for ensuring student success. College faculty are expected to model excellent instruction and to use research models which have direct application to contemporary problems of schooling. College faculty are aspected to collaborate with K-12 educators in the design and implementation of teaching, student teaching, and research programs.

The College currently offers the Multiple Subject Credential (K-8), preparing teachers primarily for service in California elementary schools. Beginning in fall 1992, teacher preparation programs in middle school education and bilingual/cross-cultural education will be instituted, as will a master's degree program for inservice teachers.

We seek candidates who are intrigued and challenged by the opportunity to help build a state-of-the-art College of Education. Preference will be given to candidates who have: 1) teaching experience in middle or elementary schools. 2) experience/interest in multicultural settings, and 3) experience/interest in collaborative work with K-i2 educators, in one or more of the following areas:

Students with Special Learning Needs Bilingual Education Multicultural Education ESL Theory and Methods Literacy / Reading and Writing Education Computers and Technology in Education Science Education Social Studies Education Learning and instruction Children's and Adolesce

Tenure-track positions are available at the level of Assistant or Associate Professor, and salary and benefits are competitive. Appointment at the level of Full Professor will be possible for parsons with expertise in bilingual education. Candidates should have an earned doctorate in an appropriate area of study and be current in their area of expertise. Additionally, applicants should have demonstrated excellence in teaching and educational research (or potential for conducting educational research). It is anticipated that successful applicants will assume their positions in mid-August, 1992.

Nominations and applications for the positions are invited. Interested persons should send a letter of application, which includes a statement of qualifications in relation to a) one or more of the fisted areas of expertise and b) the stated beliefs/values of the College, and a complete curriculum vitae. Candidates should explicitly identify their primary and secondary (if any) area of expertise. In addition, one example of recent professional writing should be submitted. Applicants should arrange to have sent at least three and up to five letters of reference which specificarly address a confidence in college to the interest of the college. address qualifications in relation to the information presented in this position announcement. To essure to consideration, applications and supporting materials should be received by January 31, 1992. Send all materials to:

> Or. Stephen B. Kucer, Chair College of Education Search Committee California State University San Marcos 820 Los Valechos Blvd. San Marcos, CA 92098-000

San Marcos is located in the north part of San Diego County, 35 miles north of San Diego, and ten miles from the Pacific beaches at Oceanaide and Carisbad. It boasts a superb climate and is one of the fastost growing areas of California.

COU BAN MARCOS IN AN APPRIMATIVE ACTION EQUAL OPPORTUNITY ENFLOYER.
WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

UNIVERSITY

Occupational Therapy

Department Assistant/Associate Professor and Chair of new OT department. Doctorate preferred; Master's, eligibility for Ohio Licensing, leaching, service and administrative experience required. Chair will continue to develop and will implement a new bachelor's level program in Occupational Therapy which is scheduled to begin September, 1993. Duties include administration, teaching (specialization open) and scholarly activity. Xavier is an urban Jesuit university with a strong commitment to professional education in the liberal arts tradition. Position starts September, 1992. Final date for application is February 15, 1992. AAV EO.

Send letter of application, résumé and three letters of reference to:

Chair, OT Search Committee 119 Alter Hall Xavier University Cincinnati, Ohio 45207

communication education): currency in University invites applications for a tanure-methodologies; curriculum development, itoxis direction. Required; Earned Ph.D., inlag Fall, 1992. We seek a generalist who thosis direction. Required: Earned Ph.D. excellent teaching evaluations/experience, all qualifications for appointment to graduate faculty, exceptional ability to communicate in English, areas of research appropriate to this department, and demonstrable commitment to the ethical standards of the Purdue University systems. Application Procedure: Appropriate visa status, as of application, required of all international applicants. Application package must contain: letter from applicant, current curricum vibra, application applicants applicants applicants applicant contains letter from applicant; current curricum vibra, the systems of 3 references, and official transcripts of all UG and GR course, work. Review of applications begins on February 17, 1992, continues until position is filled, Mail to: Frofessor William 1. Robitson, Department of Communication and Crestive Arts, Purdue University Calumet, Hammond, Indiana 46123, Purdue University Calumet is an Equal Opportunity, Affirmative Action Etaployer.

ning Fall, 1992. We seek a generalist who can teach a variety of courses including lorroduction to Communication Studies and Communication Theory, as well as more advanced courses in areas auch as Advertising/Fublic Relations, Organizational Communication, or Media Production. Ph.D. (or A.B.D.) required; professional experience helpful. Salary, teaching responsibilities, and release time for research are competitive and commensurate with qualifications. By Pebruary 13 send letter of application, vita, and three textra of careace to: Cisair, Communication Studies Search Committee, Liberal Arts and Sciences, Alfred University, Alfred, New York 14802. Alfred University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

HORRY-GEORGETOWN TECHNICAL COLLEGE GOLF COURSE TECHNOLOGY INSTRUCTOR

The College is a two-year community/technical college located near the scenic beaches of Myrtle Beach, South Caroline, which is also known as the golf capital of the Rest Coast to include 71 championship coll courses. Applications are now being accepted for a full-time instructor in Golf Course Technology. Applicants should possess a Bachelor's Degree in Agronomy or related area with soils lab experience; Master's Degree preferred. Position available immediately. Salary commensurate with education and experience.

Submit cover letter, résumé, and transcripta to: Personnel Office, Harry-Georgelown Technical College, Post Office Box 1986, Conway, SC 29526. Position open until filled. EOE/AA.

order to position the School of Medicine before the public. This person will also be the school's liston with the Las Vegas business community, coordinate special events in Las Vegas, and contribute to School of Medicine publications. Must have a backelor's depries in journalism, or related field, and minimum three years' experience; preference will be given to applicants who have a working knowledge of the

cante who have a working knowledge of the
Las Vegus market and/or who have experience in medical communications. Submit
criver letter, up-to-date resumé, and the
names, addresses and telephone numbers
of the references to Key Grinnell, University
of Nevada School of Medicine, 2040
West Charleston, \$503, Las Vegas, Neveds \$9102. Review of application will remain open until February 7, 1992. The University of Nevada School of Medicine is an
AAECE.

Community Service: Director of Communi-

Comparative Literature: Ohio Wesleyan seeks an Assistant Professor in Sinyic Studies or Comparative Literature (based in Russian or another Slavic Impune) to teach (in English). Slavic (including Russian) and other coefficient European literatures, especially Nacionals European literatures, especially Nacionals Comparative myth & Ioukiore. Candidates should enjoy undergraduate teaching in the history of ideas, literature, and art. Entry

COLLEGE OF WILLIAM AND MARY School of Business Administration Visiting Professor in Policy/Strategy Visiting Professor in Production/Operations

William and Mary's School of Business is seeking candidates for one year Visiting Professorable appointments (all ranks considered) in the areas of Policy/Strategy and Production/Operations. Please send curriculum vine, three references, and a letter of interest to:

Alfred N. Page, Dean School of Business Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begin on February 3, 1992 and positions will remain open until filled. William and Mary is an Equal Opportunity, Affirmative Action Employer and especially encourages applications from women and members of minority groups.

lavel, tenure-track position for Ph.D. | Louisiana 7/209-0120. Phone (318) 342-(granted by August 1992). Sand Curjiculum Vilae, transcript, three letters of reference, a writing sample (5 pages maximum), and a syllabar for 15-west course on "The Nise-teenth Century", postmarked by 31 January 1992 to Don Latelear, Humanities-Classics, Ohio Westoyan University, Delawure, Ohio 43015. Members of quinority groups and women are encouraged to arphy.

Computer information Systems: Assistant Professor of Computer Information Systems to teach undergraduate CIS courses (DPMA Model Curriculum) and sraduate MIS courses. Collaborative and individual research/sublication required. Ph.D. In Buningss Administration with major in area of Computer/Management Information Systems required. Consideration of applications will begin January 13, 1992. Contact Dr. John Rettenmayer, Department of Computer and Office information Systems, Northeast Louisiana University, Mouroe,

Computer Information Systems: Multiple tenure track positions for Pall 1993. Master's degree required. Ability to tench introductory and advanced courses in ose or more of the following aras: Networks, DDP, Graphics, Structured Analysis/Design Techniques, Al/Espert Systems, DBMS, Micro/Midt/Main Frame Operating Systems. Preference will be siven to applicants with algorificant academic and non-academic argedence. Cover tester, results, transcripts, three professional references by February I to: ISCP Search Committee, Purche Unitersity Calumot, Hammond Indiana 46223. An Equal Opportunity, Affirmative Action Employer.



MORRIS BROWN COLLEGE ATLANTA, GEORGIA **FACULTY VACANCIES**

Morris Brown College a private, four year, liberal arts, co-educational church affiliated, historically Black College, focuted in the Atlanta University Center Complex is accepting applications for the positions listed below. The positions will be available in August of 1992, Applicants for consideration must be a citizen of the United States or authorized resident.

The closing date to receive applications is February 10, 1992. I. ASSISTANT OR ASSOCIATE PROFESSOR ECONOMICS
To teach courses in the principles of economics and intermediate or field
course. Responsible for scatternically advising students: assists students with

independent projects; serves on committees and other related duties. QUALIFICATIONS: An earned Ph.D. in Pour

QUALIFICATIONS:

An earned Ph.D. in Economics, evidence of successful teaching at the undergraduate level; research ability that may lead to scholarly publications. Must have ability to work effectively with students from a diverse background who often require special needs and reinforcement. Excellent communication

ASSISTANT/ASSOCIATE, PROFESSOR BIOLOGY
 To teach undergraduate students in Basic Physiology, Molecular Biology and/or General Biology, Laboratories and Lectures. Maintain a productive externally supported research program and participates in other academic related programs.

QUALIFICATIONS
Ph.D. in Biological Science with teaching experience in Human Physiology; commitment to a broad liberal studies program; excellent communication

ASSISTANT OR ASSOCIATE PROFESSOR FOR
POLITICAL SCIENCE.
To teach undergraduate political science courses which includes political theory, companyive politics, research methods, international relations and

QUALIFICATIONS
Ph.D. in Political Science with at least three years' effective teaching experience. Ability to communicate effectively with a diverse population of students.

4. ASSISTANT OR ASSOCIATE PROFESSOR CRIMINAL JUSTICE To teach courses in Criminal Justice which includes theory, research, comparative criminal justice with emphasis on the Third World and correctional institutions.

QUALIFICATIONS
Ph.D. in Criminal Justice or a related field with at least three years' teaching experience. Must have strong interest in research and proposal writing. Excellent communication skills.

5. ASSISTANT OR ASSOCIATE PROFESSOR BUSINESS ADMINISTRATIO 3 POSITIONS AVAILABLE

To teach courses in Marketing
 To teach courses in Finance
 To teach courses in Accounting

OUALIFICATIONS Prior teaching experience in a college; ability to perform scholarly research; write proposals for grants; publication in referred journals; must be able to communicate effectively with a diverse population of students.

1. Ph.D. in Marketing 2. Ph.D. in Finance 3. Ph.D. in Accounting

APPLICATION PROCEDURE Submit letter of application, vita, transcript and three current letters of rec-

DIRECTOR, HUMAN RESOURCES MORRIS BROWN COLLEGE 643 MARTIN LUTHER KING, JR., DRIVE, N.W. ATLANTA, GEORGIA 30314

ASHLAND UNIVERSITY

Four tenurs track positions are open beginning August 24, 1992. Rank of Assistant or Associate Professor dependent upon experience. Twelve hour undergraduate/graduate teaching load. Saturday and evening teaching may be required.

Earned deciorates with emphasis in the following disciplines: Business Law/Ethics (with business experience); Accounting: Pinance; Production.

Ashland University is located halfway between Columbus and Cleveland. Ohio. Ashland has 450 full-time, day business students, 400 adult business students, and approximately 525 MBA students. Thirty-six full-time inculty have created an excellent reputation with business leaders. Ashland is accredited by the North Central Association, approved by the Ohio Board of Regents, and is anticipating national business accreditation.

To apply, send résumé and three references by January 31, 1992 to Dean Frederick J. Raield, Ph.D., Ashland University, Ashland, Ohio 44905, AA/EOE.

Computer Science; No. Coud State University. The Department of Computer Science invites applicants for one or more senure-track positions beginning September, 1992. A Ph.D. in computer science or closely related field is required. Those who expect to (juich their Ph.D.'s by the appointment date will be considered. The successful candidate will be expected to teach a range

Computer Sciences Faculty position available Fail, 1992 to teach upper-level computer and information science courses in a curriculum studied by shollified ACM reconstanted than a curriculum studied by shollified ACM reconstanted than the studied by shollified at University Center of Westark Community College in Fort Smills, Arksnass. Master's deared agreement of south and the community College and experience in computer science or closely related field required. Primary consideration siven to those candidates with strong interest in quality leaching and who are modivated toward the continuous improvement of instruction. Salary and rank dependent uron qualifications and experience. Closing dote March 1. 1992, or until filled. Sond résumé and tirce letters of reference (or Ron Robison, Head, Department of Computer Science Arkansas Tech University. Rusveilville, Arkansas 71501, AARCOE.

Computer Science Head, University of C

Computer Science: Hend, University of Northern lows. Responsibilities: budgeting; faculty assignments, evaluation, and development; external relations; and some teaching and scholarly activity. Required: appointable as full professor with teams in computer science, leadership and academio administrative skills and experience, effective communistrative skills and experience, effective communication skills, and an carned doctorate. Preferred: graduate teaching ex-

Anticipated DESIGNATED PROFESSOR

(Claiborne Chair in Air Quality/Environmental Toxicology)

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LOUISIANA STATE UNIVERSITY

Louisiana State University invites nominations and applications for a newly created professorship with an endowment in excess of one million dollars. Candidates are sought whose career accomplishments and aspirations are oriented toward solving at poliution and air toxics problems. The terms of the Claibome Chair specify support for activities that may include:

elidentification of heath effects from exposure to air toxic chemicals Study of basic mechanisms associated with air toxic effects on plants

Development of strategies that can eliminate or mitigate air toxics and air toxic byproducts

Education of students and the public in important issues of air pollution and air toxics control, mitigation and policy

The Claiborne Chaimolder is expected to be eligible for a tenured position within the institute for Environmental Studies, although a joint appointment with an appropriate disciplinary department or with the Center for Energy Studies also is possible. The Institute offers both an Environmental Planning and Management Program and an Environmental Toxicology Program. The Chaimolder may be associated with either, or both, of these programs depending on experience, accomplishments and interest. Candidates will be evaluated according to their work experience, teaching ability, research and public service contributions, professional visibility and potential for leadership within the University, their discipline and the wider community.

As the chair is likely to be in an interdisciplinary institute which seeks to solve environmental problems and improve environmental policy, a record of working successfully with basic and applied scientists, engineers, inclustrial, civic and public interest group leaders as well as public policymakers is important

Anticipated thre date is Fall Semester, 1992, "Pending Final Approval". Applications and nominations received by February 28, 1992 will be given preference. Applicants should include a curriculum vitae, the names, addresses and phone numbers of five references and a statement of their near and longer term research interests and career aspirations. Materials should be sent to: Alan G. Pulsipher, Chain Claiborne Chair Search Committee. Center for Françou Shudles: Louislans State University Baton Rouge. mittee; Center for Energy Studies; Louisiana State University; Baton Rouge, LA 70803; telephone (504) 388-4550.

LSU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

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SCHOOL OF LIBERAL ARTS

Assistant/Associate Professor

Department of Philosophy seeks applicants for Assistant/Associate Professor, full-time, tenure track, beginning 1992-93 academic year to teach full curriculum lower and upper division courses and the "Great Books" program. The department wishes to supplement its strength in ancient, medieval and modern philosophy and in metaphysics, ethics and logic. Candidates who bring a fresh voice to collegial and classroom conversations and can work in agreement with the department's commitments to the Catholic character of the College and the aims of liberal education are encouraged. Requires Ph.D. by the time of appointment with proven teaching ability preferred. Salary range for the 1991-92 academic year is \$33,280-\$45,507, depending on qualifications and experience, with increase expected for 1992-93. Excellent benefits. Send vita and cover letter and direct (3) three lotters of recommendation to: Search Committee, Department of Philosophy, P. O. Box 3113, Saint Mary's College, Morage, CA 94575. Consideration of applications will begin February 15, 1992. Position will remain open until filled.

Saint Mary's College, a Catholic, cosducational, liberal aris institution of over 4000 students, operated by the Christian Brothers, is located 30 miles east of San Francisco. The College is committed to diversity and encourages women, minorities, disabled individuals, veterans and Christian Brothers to apply.

One Year Appointment

The Selby Chair for Academic **Enrichment for Critical Thinking and Problem Solving in Secondary Education**

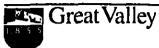
Responsibilities include providing in-school workshops for teachers, assisting with lesson and activity planning, demonstrations reaching in classrooms and assisting teachers in the various disciplines to incorporate critical thinking and problem solving techniques. The Selby Chair for Academic Enrichment, made possible by a grant from the Selby Foundation, has been designed to improve the quality of reaching within the Sarasota County Public Schools. The goal is to provide a permanent and positive change in the quality and quantity of learning by students, Effective Date of Employments Aug. 15, 1992. Salary:

\$50,000 nits bonefits and materials. Anotication Desellines February 30, 1992. Salary:

Robert F. Perkins Executive Director William C. Selby & Marie Selby Foundation P. O. Box 1986 Sarasota, Floride 34230

parience and experience in obtaining external funding. Appointment effective junch August 1992, yearly solary over \$70,000 plus excellent history over \$70,000 plus excellent history describile of professional inferests, peath, and administrative philosophy; and four letters of references. Screening begins Pabruary 1, 1992. Costact: Stardey Welldaser, Mathematics and Computer Science, University of Northern lows, Costact: Stardey Welldaser, Mathematics and Computer Science, University of Northern lows, Costact: Stardey Welldaser, Mathematics and Computer Science, University of Northern lows, Costact: University of Northern lows, Costact: University of Northern lows, Costact of Science, University of Northern lows is an equal opportunity educator and employed with a comprehensive plan for affirmative action. Solary dependent on experience and qualifications. Send resume and telephone numbers of at least three refer-

PENNSTATE



EDUCATION FACULTY POSITION SPECIAL EDUCATION

The College of Education and the Great Valley Regional Graduate and Continuing Education Center in Malvern. Pennsylvania (suburban Philadelphia), are seeking applicants for a tenure track position in Special Education to start about August 15, 1992. The position will be at the Great Valley Centre, but would hold rank in the College of Education, headquartered at University Park. Pennsylvania. The position will be filled at the rank of assistant professor.

Required: an earned doctorate in Special Education (emphasis in early childhood, mental retardation or severely handicapped preferred); teaching experience with handicapped students; record of excellence in teaching; evidence of potential for research and scholarly activity.

Responsibilities include teaching graduate courses, advising students, and supervising student field experiences. It is expected that the successful candidate will engage in research and scholarly activities and publications focused on special education.

Applicants should include a letter of interest, a recent resume, copies of undergraduate and graduate transcripts, up to three representative publications (if available), and the names, addresses, and telephone numbers of three academic references. Send to Dr. Libby Goodman, Chair, Special Education Search Committee. Penn State Great Valley, 30 East Swedesford Road, Department CHE, Malvern, PA 19355. Applications received by March 1, 1992 will be assured of full consideration. However, applications will be received and considered until the search is completed.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.



Chairperson of the Department of Education CENTRAL WASHINGTON UNIVERSITY

Applications are invited for the Chair of the Department of Education from suitably qualified individuals. The appointed will be a member of the Department of Education at Central Washington University. The chair will be expected to provide strong feadership in program, curriculum, stalf development, and student relations. Administer the department and provide effective leadership in developing and implementing departmental policy, budget, staffing and curriculum. Promote free and open communication within the department and between the department and the university community. Work closely with external groups and agencies (i.e., State Board and State Department of Education, Office of the Superintendent of Public Instruction, Educational Service Districts, and other colleges and universities).

The individual must possess the following qualifications, required: (1) earned doctorate in education: (2) three years' successful administrative experience in public-private schools or higher education: (3) three years' successful teaching experience in public-private schools and higher education: (4) demonstrated eability to provide leadership and administrative coordination. Preferred: (1) demonstrated research activities: (2) demonstrated leadership in professional associations; (3) experience working with diverse populations; and (4) demonstrated involvement in community activities.

Rank, salary and tenure are negotiable depending on educational background and experience. Starting date: June 15, 1992. Application deadline; February 14, 1992. To apply, send a letter of application or nomination and a complete vita with three letters of recommendation to Dr. Ronald M. Tyre, Dean, School of Professional Studies, Central Washington University, Ellensburg, WA 98926. Central Washington University is an Affirmative Action, Equal Opportunity Employer, Title IX institution. Women, minorides, Vietnam era veterans, disabled veterans, and persons of disability are encouraged to apply.

ences to Dr. Robert Hovis, Chairman, Department of Mathematics and Computer Science, Ohio Northern University, Ada. Ohio 45810. Application deadline is March 1,1992 or smill a suitable candidate is identified. AA/EOB.

Computer Science: Tethyo Maryerest Haven and minurity candidates are encouraged to apply. Ap Et Ac employer.

Computer Science: Tethyo Maryarest Huyersty announces a tenure-track position in computer science beginning August, 1992. A Ph.D. In computer science is neteried. Leskyo Maryarest University is non-independent, liberal arts institution with in Catholic heritage and 1350 full tame and Computer Science and Mathematics offers bechelor's and master's degrees incomputer science. The master's neugaminery expension professionals in the Chad Cities professionals in the Chad Cities Inspired human and Center, a consonium of ten universities, Academic facilities include an IBM 9370 running VM, with IBM-compatible and Macintosth laboratory-classrooms linked by a Novell LAN. We campusate teaching excellence and a close working relationship with students. Screening will begin February 15, 1992. If not a girl and the students is students. Secreening will begin February 15, 1992. If not a girl and the students is students. Secreening will begin February 15, 1992. If not a girl and the students is secreening will begin February 15, 1992. If not a girl and the control of the students is secreening will begin February 15, 1992. If not a girl and the students is secreening will begin February 15, 1992. If not a girl and the control of the students is secreening will begin February 15, 1992. If not a girl and the control of the students is secreening will begin February 15, 1992. If not a girl and the control of the secree will be secreening will be secree will be secreening will be secreeni

BULLETIN BOARD: Positions available

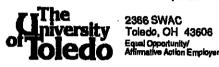
Nominations and applications are invited for the position of Chairperson, to begin July 1, 1992. Will head a department preparing administrators for elementary, secondary, post-secondary, and vocational school organizations. The department offers master's, specialist's, and doctoral degrees in both Educational Administration and Supervision and Higher Education, and bachelor's and master's degrees in Vocational Education. Must hold a doctorate in educational administration, possess competence in scholarship and teaching, be experienced as a school administrator, and have the communications and human relations skills to provide leadership and represent the department to constituents within and outside the university.

Chair, Department of Educational Leadership

Asst/Assoc Professor (2), Educational Administration

Full-time, tenure track positions in the Department of Educational Leadership. Responsibilities include teaching, field supervision, research, advising students, serving on dissertation committees, and providing service to community professionals and the university. QUALIFICATIONS: (Position 1) Doctorate in educational administration required; administra-QUALIFICATIONS: (Position 1) Doctorate in educational administration required; administrative experience desired. (Position 2) Doctorate in educational administration or equivalent field is required; building level experience desired. BOTH POSITIONS: Evidence of research potential and teaching experience required. Must be able to teach courses in at least administrative theory, school-community relations, politics of education, school finance and economics, the superintendency, the principalship, research in educational administration, personnel management, organizational development, and field experience. Computer literacy, participation in professional associations, and commitment to field service are

Send letter of application, resume, transcripts, and three letters of reference, before February 15, 1992 to: Dr. Daniel L. Merritt, Search Committee, Department of Educational Leadership.





Department Head & Professor Department of Civil and Architectural Engineering

DREXEL UNIVERSITY

The College of Engineering at Drexel University invites applications and nominations for the position of Head, Department of Civil and Architectural Engineering, preferably effective July 1, 1992. Drexel is a 100-year old cooperative educational institution in Philadelphia, which is centrally located in the Northeastern Corridor. Drexel University has a total enrollment of 11,5000 undergraduate and graduate students in its day and evening programs.

Responsibilities include educational leadership of the undergraduate and graduate programs; leadership in the development of departmental sponsored research and an expanded itscal and resource base; representation of the department on campus, to inclustry and government agencies; deve ment of interdisciplinary programs; teaching at the undergraduate and gr

are revers.

It is preferred that candidates possess the following qualifications: a record of teaching at the college toxel, scholarly achievement and funded research experience that would merit appointment as a full professor with tenure: an earned Ph.D. with at least one degree in Civil Engineering; administrative skills and expertence with proven leadership abilities; demonstrated ability to attract funding from public and/or private sources: commitment to function in an interdisciplinary environment; possession or eligibility to obtain professional license.

The Department is one of five in the College of Engineering and Consists of 17 full-time faculty, 500 undergraduate and 150 full- and part-time graduate students. A rapidly growing Architectural Engineering undergraduate program has been established and accredited with plans to offer graduate degrees in the near future. M.S.C.E. and Ph.D. degrees are offered in the areas of coastal engineering, engineering geology, gentechnical and geosynthetic engineering, highway and materials engineering, structural engineering and mechanics, water resources and environmental engineering. Annual external funding for faculty research programs has averaged over \$1 million for the last five years.

Screening of applications will begin immediately and will continue until

Screening of applications will begin immediately and will continue until the position is filled. Applicants should send a resume, names and addresses of three professional references, and other supporting information to: Dr. Harry G. Harris, Chair

Search Committee
Department of Clivil and Architectural Engineering
Droxel University
Philadelphia, Pennsylvania 19104

Drexel University is an equal opportunity, affirmative action employer.

Equal Opportunity, Affirmative Action Employer.

Computer Sciences Faculty Position Announcement; Computer Science, Philadelphia College of Faxilies and Science, A tentual content and a second computer science of the Full of 1992. Applicants should be enthusiastic about teaching a variety of introductory and advanced computer science courses, as well as some introductory courses in mathematics. An interest in conducting an active research program involving understandard to quality liberal are added to a commitment to quality and a commitment to quali anathomatics. An interest in conducting an active research program involving understandate students is required. Position would entail further development of emerging computer science and applied mathematics curicula in conjunction with the overall mission of the college, to provide a liberal professional education. PCT-2S offers undergraduate and graduate programs in four academic divisions (Science, Textiles, Business, and Humanities). Pacifities include VAX \$250 minicomputer (VMS), Silicon Graphics IRIS workstation (UNIX), and a number of microcomputer platforms. Ph.D. in computer science or related field required; salary and rank commensurate with qualifications. Applicants should send a letter of application, vitas, tatement of research objectives, and the names, addresses and telephone numbers of three refreces by Peburary 15, 1972 to Office of Academic Affairs, Philadelphis, College of Taxilles and Science, Philadelphis College of Taxilles and Science, Philadelphis College of Taxilles and Science is an AA/ El ansitution.

Computer Science/Malhematics: Hillsdale College, an independent, cooducational, liberal arts college of 1,200 students, seeks two Computer Scientist/Mathematicians for tempre-track positions as Assistant Pro-

Chair, Department of Modern and Classical Languages

Windhrop College seeks an energetic chair for a department of 16 full- and part-time laculty in Spanish French, German, Latin, Chinese and Classics. Requirements a Ph.D. in Spanish preferred, language fluency, evidence of college teaching load and a 9-month appointment with option of surumer employment. Salary dependent upon qualifications, and sippend for some summer responsibilities. Send a better of application, names of times references, c.v. and proof of advanced degree by January 15, 1992, too.

Dean A. Robin Bowers

Dean A. Robin Bowers College of Arts and Sciences 107 Kinard Hall Winthrop College Rock Hill, SC 29733 Vinthrop College & An Equal Oppo unity, Alfirmative Action Employer.

Hunter College of the City University of New York **Division of Programs in Education**

Assistant/Associate Professors

The Division of Programs in Education is seeking faculty for tenure-track positions effective September 1992. These positions require scholarly involvement as evidenced by demonstrated research ability and publications to show promites of mature productivity. All candidates must have commitment to work in multicultural and urban educational settings. Rank and salary commensurate with experience and

Assistant Professor: \$26,630 to \$46,176 - Associate Professor: \$37,508 to \$55,179

DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND COUNSELING PROGRAMS COUNSELOR EDUCATOR

Oualifications: Earned Ph.D. or Ed.D. in Counseling Psychology or Counselor Education with special expertise in research methodology and supervision and training.

Responsibilities: Teach graduate courses in guidance and counsaling SOCIAL FOUNDATIONS OF EDUCATION

Qualifications: Earned Ph.D. or Ed.D. with expertise in multicultural education with a scholarly interest in Asian-American or Latino culture and evidence of commitment to gender issues in education as well as knowledge of current urban educational policy issues.

Responsibilities: Teach graduate and undergraduate courses in History of Education, Philosophy of Education, Sociology of Education and/or Anthropology of Education.

DEPARTMENT OF CURRICULUM & TEACHING

Candidates for the following positions must be able to supervise students in field satings, and assume responsibility for advisement and program coordination. Teaching experience at the elementary or secondary level is essential. Interest or evidence of scholarship or creative achievement is required.

MATHEMATICS EDUCATION

Ouslifications: Earned Ph.D. or Ed.D. in Mathematics or Mathematics Education with expertise in educational technology and the integration of mathematics across the curriculum. Responsibilities: Teach graduate and undergraduate courses.

ENGLISH LANGUAGE ARTS AND READING

Qualifications: Earned Ph.D. or Ed.D. in language arts, reading, or language education with field experience, and expertise in language development and writing across the curriculum. Responsibilites: Teach graduate and undergraduate courses.

BILINGUAL/MULTICULTURAL EDUCATION

Qualifications: Earned Ph.D. or Ed.D. in field related to bilingual and multicultural education. Fluency in English and Spanish. Responsibilities: Teach graduate courses in bilingual/multicultural education, with an understanding of psycholinguistic and sociolinguistic theory, and native and second language

MUSIC EDUCATION OR ALLIED FIELD

Qualifications: Eamed Ph.D. with an emphasis on music aducation, expertise in the integration of music across the curriculum and an understanding and appreciation of the rich musical heritage that diverge cultures bring to the urban school.

Responsibilities: Teach graduate and undergraduate courses in music aducation, assums overall responsibility for developing music education program and curriculum that emphasizes an interdisciplinary approach to music.

Send letter of application, curriculum vitae, and three (3) letters of reference to the chairperson of the appropriate department as soon as possible. Review will begin February 1, 1992, and continue until a candidate has been selected.

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK

695 Park Avenue, New York, NY 10021

Equal opportunity/allimntive action employer. Women and minorities are encouraged to apply

HARVARD DIVINITY SCHOOL **COLLEGE OF NOTRE DAME**

OF MARYLAND Faculty Positions Beginning August 1992

BIOLUGY
Assistant Professor, full time. Teach laboratory courses in developmental blology and vertebrate anatomy to majors, anatomy/physiology in allied health. Also includes general education courses. Some weekend teaching required. Ph.D. required. Teaching experience desired.

Assistant Professor, full time. Teach courses in ethics and applied ethics to Assistant Processor, and interference of the content of the conten

College of Notre Dame of Maryland, first four-year Catholic college for women in the U.S., serves women on weekdays, women and men in weeksand and graduate programs. Total student population: 2,500. Beautiful hilliop campus in residential Baltimore. Minority applications encouraged. An EO/AA employer. Send letter of application, resume, and names

Sister Delia Dowling, Academic Dean College of Notre Dame of Maryland 4701 N. Charles Street Baltimore, MD 21210

competitive and commensurate with qualifications. Send letter of application, respectively applied prairies applied mathematics as attented about your teaching here is a statement about the development of a computer Science prepared at rate companies and Mathematics teached in the development of a Computer Science prepared with advanced at the one aumbers report to the programs of the programs

18 F 48 B 27 B 58 61 B 58 B 1 B 59 B 59 B 1 B 50 B 1 B and participates in faculty evaluation. Par-licipates in planning and reviewing divi-sional budgets. Coordinates divisional ac-tivities and gritculates with other units on Campus. Works with community organiza-tions and especially health-related spencies to provide academic and alternative special programs. Supervises and works with deam, associate deams and directors in ac-complishing divisional goals and objec-tives, meations enrollment and productivi-

1992-94 LUCE FELLOWSHIP

The Luce Fellowship supports individuals whose scholarship provides leadership in delineating the ethical and religious questions underlying contemporary public issues. Preference to candidates working on topics related to international telations or domestic policy. The Fellow will pursue at the Divinity School, an individualized two-year program of study and research, building on his or her previous scholarship, and in one semester teach a related course.

Open to scholars in policy fields, disciplines in the humanities (other than religion), or the social and natural sciences who have serious interest in religious questions. Stipend: \$35,300 per year. Deadline for applications: February 1, 1992. (Information: Office of the Dean, Harvard Divinity School, Andover Hall 200, 45 Francis Avenue, Cambridge, Massachusetts 02138.

for both positions include ladividual/group/ couples counseling and therapy, crisis in-tervention, consultation, outgetch pro-gramming, training and supervision. Mini-mum studifications include a master's de-spre in counseling, clinical or related field, eligibility for relevant liconsure, and work experience with collega age populations. Applicants should send a letter of applica-tion, vita, graduate transcripts and three letters of reference to Dr. Linda L. Locher, Director, Counseling and Student Developletters of roference to Dr. Linda L. Locher, Director, Couaseling and Student Develop-ment Cepter, James Madison University, Harrisonburg, Virginia 22807. Application deadline is January 29, 1992. JMU is an AA/EOE.

Counseling Mississippi County Community College invites applications for a 12-month counselorizeademic advisor. Responsibilities include designing, coordinaties, and implementing retention sativities, providing academic and career advising, and teaching personal development courses for new and contaming students. Responsibilities will require some avening and weakend assignments. Qualifications: Matter's degree in counseling with experience in a community callege is required. Sainty rangs; 325,005,277,500, depending on qualifications. Application procedure: Send a written letter of application, resume, transcripts, and times employment



applications for the senior-level position of Chairperson. The Chairperson reports to the Offices of the

Dean of Faculty and Curriculum and is a member of the President's Council. This is a twelve-month

The Division includes six departments: Commercial Arranging. Composition, Film Scoring, Harmony, Jazz Composition and Songwriting. The Division of-less over one hundred different courses by 68 faculty members serving over 300 students enrolled in its various majors. The Harmony, Arranging and Commercial denationals, edicationals, offer regularity

courses for all of the College's 2900 students, includ-

ing courses in conducting, counterpoint, traditional harmony, jazz/pop harmony, arranging and music

Reporting to the division chair are six department chairs, two assistant department chairs and a four-person office staff. As a senior academic leader, the

division chair is expected to provide vision and leadership for the college's second largest division.

The successful candidate's previous experiences and

ongoing activity in the writing profession should

enable himiher to evaluate the changing dermands for writing professionals and relate the impact of those dermands to the effectiveness of the division's

programmatic offering, establish appropriate goals for the division; develop annual division budget re-

quests; recruit and maintain faculty for effective divi-sional teaching; and with the advice of the depart-

ment chairs and faculty, formulate divisional policies, procedures and standards.

Division

Chairperson

DEKALB COLLEGE

A Unit of the University System of Georgia

Amounces the following anticipated faculty opportunities

DeKallo College, located in metropolitan Atlanta, enrolls approximately 15,000 students on four campuses in associate degree programs. All positions require a master's degree (except where noted) and a minimum of 18 semester or 30 quater hours of graduate credit in the teaching field. College teaching esperience is strongly preferred. These are ninemonth positions with salary commensurate with education and extraction. All positions are tourgetened to be setting force. and experience. All positions are tenure-track positions (except where noted); faculty members in Developmental Studies may elect a non-tenure-track. The starting date for all positions is September, 1992.

Biology: (Requires 18 semester graduate hours in Biology) Biology, Microbiology. Chemistry: (Requires 18 semester graduate hours in Chemis-try) General Chemistry, Busic Chemistry, Chemistry for Harble Colombia.

Health Sciences.

Developmental Mathematics: (Requires 18 semester gaduate hours in Mathematics) Pre-Algebra, Elementary Al-

ate hours in Mathematics) Pre-Algebra, Elementary Al-gebra, Intermediate Algebra.

Developmental English: (requires 18 semester graduate hours in English) Pre-College Composition.

Education: (Requires 18 semester graduate hours in Educa-tion) Foundations of Education.

English: (Requires 18 semester graduate hours of English) Composition and Bhetoric, Literature.

Fire Science: (Requires a bachelor's degree and 3 years' fire service asymptomes). Non-tenure track position.

Fire Science: (Requires a bachelor's degree and 3 years live sorvice experience). Non-tenure track position.

Geology: (Requires 18 semester graduate hours in Geology) Physical and Historical Geology.

History: (Requires 18 semester graduate hours in History) Openings for World History and U.S. History.

Interpreter Training: (Requires bachelor's degree in Sign Language, Linguisties or a related field (master's degree preferred); min. skills level State 111, Natl. Certification preferred; non-tenure track position)

preferred; non-tenure (mck position)

Mathematics: (Requires 18 semester graduate hours in Mathematics) College Algebra through Differential Equations, Statistics.

Nursing: (Requires 18 semester graduate hours in Nursing and work experience) Pediatric Nursing and Psychiatric Nursing.
Astronomy/Physical Sciences (Requires 18 semester graduate

Astronomy/Physical Sciences (Requires 18 semester graduate hours in a Physical Science) Introduction to Astronomy/ Physics and Introduction to Geology/Chemistry.

Political Science: (Requires 18 semester graduate hours in Political Science) American Government.

Psychology: (Requires 18 semester graduate hours in Psychology) Principles of Psychology, Abnormal Psychology of Adjustment.

Reading: (Requires 18 semester graduate hours in Reading) Developmental Reading.

Speech: (Requires 18 semester graduate hours in Speech) Fundamentals of Speech and Voice & Articulation.

Fundamentals of Speech and Voice & Articulation.

For your application to be considered, these items must be received in a single packet in the Personnel Office by January 31, 1892. (1) letter of application referencing the specific position(s) for which you are applying; (2) résumé; (3) moffichal capies of transcripts, (4) names, addresses and telephone numbers of three references. Please mail all materials to: Judy Chastomay, DeKalb College, Personnel Department, 3251 Panthersville Hoad, Decatur, Ceorgia 30034. All positions are available pending adequate founding. DeKalb is an Equal Opportunity, Affirmative Action Employer which invites and encourages applications from minorities. Georgia is an open records state.





Indiana University East Richmond, Indiana Assistant Professor of English

English: Assistant Professor, tenure-treck, to begin mid-August, 1992. Ph.D. In Rhetoric and Composition first choice, or Ph.D. In Literature (18th Century British given preference) with demonstrated specialization in composition. Experience with writing program administration highly desirable. Successful condidate will teach two writing courses per semester and coordinate composition program, primarily hiting and training 12-15 part-time writing faculty. Must be aveitable for summer teaching and/or administration for additional composition.

Candidates should submit a letter of application, a visa, transcripts, and the names and phone numbers of five references by February 21, 1992, to Judith Roman-Royer, English Search & Screen, Indiana University East, 2325 Chaster Boulevard, Richmond, Indiana 47374, IU East is an EO/AA Employer and strongly encourages nominations and applications of minorities and women.

Counseling / Psychology: Counsoling and Psychological Services (CAPS) at Portland State University seeks a Counseling or Clinical Psychologist for a permanent full time, twelve's month position, Responsible likes include: assessment; brief individual, conjoint, forully, and group treatment; career counseling; consultation to faculty, staff and student in the man conjoint, for a culturally and ethically diverse student body. Minimum qualifications are: an earned doctorate in citalcal or counseling psychology: licensed or license clisible in Oregon; live years' experience delivering clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working with culturally and ethically diverse clinical tervices; domonstrated aucests working and Educations? The Department of Counseling and Educations Psychological Services, Conjoint and Educations work force; women, minorities; and territoria, to a culturally and ethically diverse and extending territorial territorial psychological Services; Conjoint and Psychological Services;

UNIVERSITY OF MARYLAND

The graduate College of Library and Information Services has an opening in a tenure-track position

Organization of Knowledge

Candidates should have a background in the general principles of organization of knowledge (knowledge representation, conceptual modeling, classification theory) and should be able to develop this perspective in research and teaching in one or more of the following areas in the master's and doctoral programs:

- Bibliographic control (including cataloging, indexing, and abstracting) and bibliographic and non-bibliographic data-bases and networks.
- 2. Design and evaluation of information systems and knowledge-based systems.
- 3. Database management and administration.

A background in linguistics is also helpful. Doctorate in information science or cognate field required. The College is committed to bringing new approaches into the field and melding them into the existing knowledge base to solve problems in a wide spectrum of information and education environments. We are subjusted to the control of the process in seeking candidates who can help us implement this approach in research and teaching at the master's and doctoral levels. Candidates have the opportunity to work with the University of Maryland Institute for Advanced Computer Studies (UMIACS). Rank and Salary: Dependent upon qualifications and experience. 9-1/2 month appointment with the opportunity for summer teaching. Part-time appointments are available.

Appointment Date: Fall 1992. Application will be accepted until March 1, 1992, or until appropriate candidates have been identified. Inquiries and applications should be sent to:

Chair, Faculty Search Committee College of Library and Information Services University of Maryland Room 4105 Hornbake, S. Wing College Park, MD 20742-4345 (301) 405-2033

Additional Information: The University of Maryland is near Washington, DC, and 30 miles from Baltimore. The College Park Campus has a total enrollment of approximately 35,000 students. The College currently enrolls 375 master's and doctoral students.

The University of Maryland is an affirmation action, equal opportunity employer.



UNIVERSITY OF SOUTHERN CALIFORNIA School of **Public Administration**

The University of Southern California (USC) School of Public Administra-tion Invites applications for a tenure track position at the Associate Professor or mid-level Assistant Professor level for an individual in health services adminis-tration for the 1992-93 academic year in Los Angeles.

Candidates should have an earned doctorate with substantial academic preparation in health policy and/or management. Individuals from all fields related to health services administration are encouraged to apply. Candidates should have solid analytical skills, strong research and teaching potential or experience, and the potential for or record of funded research.

USC faculty engage in health services and policy research of national significance and offer a rigorous Master of Health Administration (MHA) program. The MHA is accredited by the Accrediting Commission on Education for Health Services Administration (ACEHSA), and is offered at the main campus in Los Angeles and at our permanent facility in Sacramento.

The School of Public Administration has a terretained laculty of 32 with cleaners in most of the social and behavioral sciences. The School offers undergraduate, master's, and doctoral degrees in public administration, as well as a master's degree in public policy.

We have a received an income posity. Interested individuals should respond by January 15, 1992, but applications will be accepted until position is filled. Applicants should send their curriculum vitae and supporting materials to Health Search Committee, c/o Ms. Connie Rodgers, Faculty Coordinator, School of Public Administration, University of Southern California, Los Angeles, CA 90089-0041, USC is an EEO Affirmative Action Employer, Minorities and women are strongly urged to apply.

toral program. Requirements are: an entreed doctorate in counselor education or a closely related field, school counsellas experience, and evidence of scholarty productivity. Prefer an individual at a senior lavel rank. Salary: Histaly Coornellitive. Applicants should send a current virta, leiter of application, and names, addresses, and phose numbers of three references to: Dr. Susan Whiston, Department of Counseling as Whiston, Department of Counseling as Patholasy, University of Nevade-Las Vegas, A503 South Maryland Parkway, Las Vegas, Nevada 89154-3001. Review of applications will be silven full consideration, since the process will continuous until the notillen is silical metrics. Application of the continuous until the position of the senting of the continuous until the position of the senting of the continuous until the position of the senting of the continuous until the notillen is silical.

coived after January 13, 1997 will also be alven full consideration, since the process will continue until the position is filled. UNLV is an Benad Opportunity, Affirmative Action Ringberg.

Counselor Education: Associate Professor The University of Newada-Las Vegas announces a tenure-truck position as a tenure-truck position and the master's programm in counsel-truck positions and truck position and inversables. Other duties toclude adviscant position as a tenure-truck position as a supervision of practicum and inversables. Other duties toclude adviscant position and inversables. Other duties toclude adviscant position as a programm of the position as a programm of the position and inversables. Other duties toclude adviscant position and inversables. Other duties to clude adviscant position and inversables. Other duties to clude adviscant position and inversables. Other duties to clude adviscant position and inversables. Other duties

Valdosta State College seeks -Head for the Department of Communication Arts beginning July 1, 1992 The Headship is a twelve-month position which includes a teaching assignment appropriate to the area of expertise. The teaching position is tenure-track. Rank will be Associate Professor or Professor, and salary is open with both salary and rank dependent on credentials. Responsibilities include the development and supervision of the programs, personnel, and resources of the Department, which includes twenty-one faculty and staff. BFA Degree programs include majors or emphases in speech communication, organizational communication, public

relations, theatre, dance, and radio-television, enrolling

a total of more than 300 majors. This dynamic department

is extensively involved in regional outreach activities,

in television cablecast, radio broadcast in conjunction

with the Peach State Public Radio network, and in CEDA

and NDT debate. The Department operates a professional

musical theatre repertory company at Jekyll Island during

Communication Arts

Department

Head

the summer and normally presents eight theatre productions each year on campus and in the region. Qualifications include a terminal degree in a discipline included in the Department, and college or university teaching experience. Administrative experience is highly desirable. The application should include a letter, a professional resume, and references. Transcripts will be requested later. Deadline for application is February I, 1992, and materials should be mailed to:

> Dr. Robert B. Welch, Dean School of the Arts Valdosta State College Valdosta, GA 31698

EOE/AA



UNIVERSITY OF MISSOURI-COLUMBIA COLLEGE OF EDUCATION

Assistant Professor of Educational & Counseling Psychology/ Counseling Centur Psychologist

The Department of Educational and Counseling Psychology and the Counseling Center at the University of Misseart-Columbia are soliciting applications for a John appointment Assistant Professor of Educational and Counseling Psychology (364 Mine)/Counseling Center Psychologist (144 Mine) with the APA approved John Training Program.

Responsibilities:

Touching at graduate and undergraduate lovels
Supervising graduate student research
Individual and gram commoding
Supervision and consultation within the Counseling Center Minimum Qualifications:

An earned declorate from an APA approved connecting psychology program with specialization open
 Candidates are expected to be becomeable as a psychologist in Mis-

 Ryldence of potential for conducting a program of scholarly research and publication is required. Salary: Competitive and commonsurate with experience and qualifica-

tment: Tenure-track, joint appointment beginning Seplem Applications: Submit vitae, reprints, transcripts, and three letters of

Dr. Dennis Kivlighan, Jr.
Chair of Search Committee
Department of Educational and Counseling Psychology
16 Hill Hall University of Missouri-Columbia Columbia, MO 05211

Closing Date: Formal raview of applications will begin immediately and continue until the position is filled. The University of Missouri-Columbia is an Equal Opportunity. Allimative Action Employer. Applications from women and minorities are strongly encouraged.

an EEO/AA employer.

Criminal justice: Minot State University.
Assistant of Associate Professor (two ponitions available). Qualifications: Fr 15. in Criminology or Criminal Justice, or in Closely related behavioral/social uclence field with demonstrated record of commitment to criminal justice. ABDs may apply. Other types of degrees will not be given priority. University teaching and research experience highly dealrable. Specializations open. Responsibilities: Graduate and undergraduate instruction in at least two specialty areas, community service and contacts with criminal justice agencies relevant to teaching and research; student advising, direction of muster's these and projects; conduct of research and publication of acholarly studies; and participation in university committees. Applicants with a

commitment to the development of a new academic and applied behavioral seaso criminal justice graduate program are couraged to upply. Rank and islary: Commenturate with qualifications and espanence. Dates. Review of applications will be sure the season language 15, 1992. Nine-month contract of two semesters begins Sensonet 4, 1992. Inquirees: Send letter of application, curriculum viate, and complete contract information for a minimum of three perfectors to Chair, Search Committee, Department of Criminal Justice, P. O. Bor fill ment of State University, Minos, North Dakota S8792-5002. Equal Opportunity Employer.

BULLETIN BOARD: Positions available

SAM HOUSTON STATE UNIVERSITY The College of Criminal Justice **FACULTY POSITIONS**

The College of Criminal Justice, Sam Houston State University, invites applications for two full-time tenure track Assistant Professor positions for the 1992-1993 academic year. The area of specialization is

Qualifications: Candidates should have an earned doctorate in Criminal Justice, Criminology, Political Science, Psychology, Public Administration, Sociology, or related social science discipline Advanced assistant professors and exceptional ABD candidates with solid analytical skirls, strong research and teaching potential or experience, and the potential or record of funded research.

The College has 24 full-time faculty and offers programs of study leading to the undergraduate, master's and doctoral degrees in criminal justice. The College currently has an enrollment of 1,000 undergraduate students. 90 master's students, and 30 doctoral students. More than 100 Ph.D. students have graduated since 1970 and have assumed positions of leadership in academic and professional practice. Applicants will be expected to contribute to all levels of the instructional program. The College has a strong resource base including a full range of micro and main frame computer services to support faculty research, established contacts with government agencies, and a distinguished facture and scholar-in-residence series. The University Library collection houses 1.4 million bound volumes, more than 3,500 periodical titles, and includes the collected papers of Sanford Bales, James Bennett, Austin MacCormick, and George Beto.

Sam Houston State University, with 98 undergraduate, 79 graduate, and one doctoral program, is the 10th largest state-assisted institution of higher education in Texas. Approximately 13,000 students and 450 full- and part-time faculty enjoy the advantages of picturesque Huntsville, Texas (rated as one of the best small cities in America), in close proximity to the major research libraries of the University of Houston. Rice University, and Texas A&M University.

The Search Committee will begin screening applications on November 1, 1992, and the position will remain open until filled. Women and members of minority groups are especially encouraged to apply. Send a letter of application, vita, sample of recent written work, and the names, addresses and telephone numbers of at least three references to:

Professor James W. Marquari, Chair Search Committee College of Criminal Justice Sam Houston State University Huntsville, TX 77341 (409) 294-1657



POPULATION

The Commutee or Papalation of the MATIGAL RESEARCH COUNTS in speking a monitoh associals. Pergraphilities to

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nona morre annazan in inno meninces in izongozzi iz. NGC, Committee na Population RIA 178-LEG, 2001 Con Structon Ave., RW, Witchington, OC 20418. EGE

NATIONAL RESEARCH

Sam Houston State University is an equal opportunity, affirmative action institution.



ANNOUNCES TWO VACANT POSITIONS IN: **DIVISION OF NURSING**

Assistant/Associate Professor (tenure track) STARTING DATE: January 9, 1992

SALARY: \$26,500-\$30,000 (9 months) depending on experience QUALIFICATIONS: Master's degree in Nursing required, doctorate preferred; ABD's considered. Post-secondary teaching experience; clinical specialty and/or additional skills in Maternal/Child; qualified for Idaho and Washington IRN Leensure; commutation to adult learners and impovanive educational delivery systems; commitment to continued professional development.

Orment of self and oth RESPONSIBILITIES: The faculty is responsible to the Division Charperson for instruction, professional development and community service. POSITION 2

SALARY: \$36,000-\$39,000 (10 months) QUALIFICATIONS: Master's degree in Nursing required, doctorate preferred. Proficiency in evaluation research, data base management and use of statistical packages (SPSS, SAS, and BM10¹⁹). Strong interpersonal skills. Qualified for Idaho and Washington RN licensure; commitment to adult learners and innovative educational delivery systems, involved in research, commitment to continued professional development of self and others.

RESPONSIBILITIES: The faculty is responsible to the Division Chairperson for instruction in the ADN and BSN programs, professional development and community service. This is a 1/2-time teaching (6 credits), 1/2-time administrative position to include curricular evaluation activities for achievement of program objectives.

APPLICATION DEADLINE: Open until filled. Submit letter of application tion, résumé, graduate transcripts, and three letters of recount Mary Aune Dolen, DrPH, RN, Chauperson Division of Nutsing Lewis-Clark State College 8th Avenue and 6th Street Lewiston, JD 83501

AN AA/EOE EMPLOYER

Curriculum and instruction: Assistant Professor of Curriculum and Instruction. The
University of Southern Missistapi Gulf
Coast invites applications for an Assistant
Professor tenue track position in elementary education. Responsibilities will include teaching courses at the undergraduate and graduate levels in curriculum, soclai studies, math, and general elementary/
middle school methodology. In addition,
faculty will be expected to advise undergraduate and graduate students in education, Successful applicants will be expected
to engage in service activities to the achool
community as well as maintain a consistent

In criminal justice, criminology, public administration, or a related aocial science. Exceptionally qualified A.B.D.'s will be considered if completion of degree requirements is imminent. Appointment is continuent in imminent appointment and interest in a regional carmous program of the University. According to the management of Committee of application, salary is competitive with excellent fings benefits. Send letter of application, and the correct interests to Search Committee of the Position is competitive. Resume, complete with official transcripts of three references to Search Committee and women are strongly ended and the correct letters of recommendation, should be addressed to Dr. Narcy policy of the position are filled. Memphis Signe University, Memphis, Tempose 28152. Review of application, should be addressed to Dr. Narcy for the position are filled. Memphis Signe University in an Equal Opportunity. Affirmative Action University, Minorities and women are strongly encouraged to apply.

Curriculum and Instruction. The University of Southern Missistant Professor tenuse trinck position are filled. Memphis Signe University in Memphis, Tempose 28152. Review of application, should be addressed to Dr. Narcy and the consolial business of the department of Criminal Memphis Signe University in Application of Professor tenuse trinck position in elementary education and application of Professor tenuse trinck position in elementary education. Repositions for an Assistant Professor tenuse trinck position in elementary education. Repositions for an Assistant Professor tenuse trinck position in elementary education. Professor tenuse trinck position in elementary education. Repositions for an Assistant Professor tenuse trinck position in elementary education. Repositions for an Assistant Professor tenuse trinck position in elementary education. Repositions for an Assistant Professor tenuse trinck positi

apecial emphasis on major gifta, Auburn Amusi Givina, Pianned Givina Programs, and respective College Alumni Programs. Extensive travel is anticipated. The College of Liberal Anta includes the School of Fine Arts and the departments of Communication, Communication Disorders. English, Foreign Languages and Literatures, Geography, History, Journal Lim, Philosophy, Political Science, Psychology, Religion and Sociology-Anthropology-Social Work. A B.S. degree with a minimum of three years progressively reaponable management experience in development and alumni relations at a university or other comparable organization is desired. Strong written and spoken communication skills are required. To apply, send a letter of interest, current résumé, and three letters of reference to Mrs. Pat Brackin, Director of Administration. Office of Advancement, 317 South College Street, Auburn University, Alabama 3649, Deadline: January 30.

in a college setting: familiarity with technology as it relates to professional writing; ability to identify and establish appropriate musical and educational direction, a broad stylistic musical orientation, critical understanding and an acceptance of diversity in conlemporary (jazz, rock, pop, concert) music forms; and a proven commitment to excellence appropriate for senior-level leadership in a division whose educational mission is practical training in arranging and composition for today's professional musician. Salary commensurate with qualifications. Raridae College of Music is a private four-year inatitution with an aducational mission of practical career preparation in the various styles of today's professional music world. The 300 or more interna-

education as evidenced by an earned advanced degree and/or equivalent professional training; dem-

onstrated skills in leadership, management, evalua-tion and planning in an educational setting; strong

and effective communications and interpersons

skills; established credentials as a composer and/or

arranger; teaching and/or administrative experience

from 75 countries and the U.S. Please send resume, three letters of recommen

detion and any supportive background majorials with letter of application by MARCH 15, 1892 for an AUGUST 1992 starting date. Incomplete applications will not be considered. Women and minorities are encouraged to apply. Send all materials to: Professional Writing Chair Search Committee Dept. C. Office of the Dean of Faculty, Boston. MA 02215. An Equal Opportunity Employer.

WHATCOM

COMMUNITY COLLEGE

Bellingham, Washington

ART INSTRUCTOR

Whatcom Community College, located on the Pacific Northwest Coast and dedicated to student-centered teaching and learning, is seeking applicants for a full-lime, tenure-track an instructor position, starting September 1992.



TERRY ENDOWED CHAIR IN MATERNAL AND CHILD HEALTH

The Emory University School of Public Health announces the recruitment of the School's first fully endowed chair. The chair is named in honor of Jules and Deen Terry, who were both advocates for the welfare of women and children. Dr. Jules Terry was the director of Family Health in Georgia and the Principal Investigator of the WHO Collaborating Center in Perinatial Care and Health Services Research in Maternal and Child Health. Academic appointment will be at the level of full professor, with tenure. The successful candidate should have an M.D. (preferably with an M.P.H.) or a Ph.D. In a relevant discipline with extensive research experience in maternal and child health. The candidate should have a scholarly research background with an interest in teaching and in developing an independent ant/or collaborative research program. The position will commence in or before the 1992-93 academic school year.

Please reply by January 15, 1992, with a letter of interest, a curriculum vitae, and the names of three references to I. Essein, M.D., Chair, Search Committee, Emory University School of Public Health, 1599 Clifton Road, N.E., Atlanta, Georgis 30329. Emory University is an Affirmative Action, Equal Opportunity Employer.

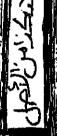
Teach besic art history, studio art and possibly interdisciplinary courses; develop new and ravise existing curricula in art; enlarge and maintain slide collection; be actively involved in personal studio art; be interested in supporting an eventual applied arts program; participate in area and college-wide governance and support activities. Requires master's degree in art, strong background in art history and studio art, commitment to participatory governance, practicing artist, good teaching potential. Salary: \$24,407 to \$34,049 depending on experience and advanced degrees; 170-day contract. For best consideration, completed application packets should be received by February 28, 1992. To obtain application packet, contact: Clife Baacke, Personnel Officer Whatcom Community College 237 West Kellogg Road Bellingham, Washington 98226 206-676-2170

Whatcom Community College is an Affirmative Action, Equal Opportunity Employer.

Administration. Office of Advancement; 317 South College Street, Autour University albabam 3649, Deadline: January 36, 1992. Autourn University is an affirmative action, equal opportunity employer. Minoritles and women are encouraged to apply.

Development: Director of Corporate/Major Gifts, Office of Development, Personnel by the College degree, rainimum three years encouraged to applying should have a college degree, rainimum three years demonstrated adultity in rating funds and building a strong relationship of the community. Commitment to the value of a thorst art of the community. Commitment to the value of a thorst art of the community. Commitment to the value of a thorst art of the community to enhance clinical evaluation shifts, participate in interdisciplinary team discussions and interest years successful fund-misling experience. The primary function of the position is to identify, cultivate, and solicit prospective corporate and foundation deposition to its incomment of the community. Commitment to the value of a thorst art of the community of the community, cultivate, and solicit prospective corporate and foundation deposition is folled. To apply send reformed, every indicating a surposition is filled. To apply and reform the fundamental to the value of a thorst of the community of the community of the community. Commitment to the value of a thorst of the position is filled. To apply and reform the fundamental to the value of a thorst of the committee of the position is filled. To apply and reform the fundamental to the value of a thorst of the committee of the position is filled. To apply and reform the fundamental to the value of the committee of the committee of the committee of the community to enhance clinical evaluation and apply to the community. Commitment to the value of a thorst of the community to enhance clinical evaluation and apply to the community. Commitment to the value of a thorst of the community to enhance clinical evaluation and intensive to the value of a thorst of the communit

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LOCK HAVEN UNIVERSITY Lock Haven, Pennsylvania

TENURE-TRACK **FACULTY POSITIONS AVAILABLE 1992-93**

Lock Haven University, located in Central Pennsylvania, 32 miles northeast of State College, is primarily an undergraduate, state-supported coeducational Institution of 3,500 students. Its special mission in the State System of Higher Education is international education.

The University seeks a diverse faculty which will help it develop a multi-cultural and multi-disciplinary curriculum for the 21st century.

citional and motic-disciplinary confidures for any position will complete all requirements for their terminal degree by the beginning of the 1992-93 academic year and appointments will be made at the level of assistant professor. The expected terminal in Arts and Sciences is the Ph.D. and in Education and Human Services is either the Ph.D. or the Ed.D. The salary range for assistant professors with the State System of Higher Education is currently \$28,600 to \$40,300, depending upon background and experience. Review of applications will begin February 1, 1992, and continue until the positions are filled.

Qualified candidates should send a letter of application, résumé, and the names, addresses, and telephone numbers of three references. Candidates should submit official or unoficial transcripts with their application or as soon thereafter as possible. Address materials to the contact person for each position to: Lock Haven University, Lock Haven, Pennsylvania 17745. Women and minurities are strongly encouraged to apply.

An equal opportunity, affirmative action employer, the University invites applications for the following positions:

COLLEGE OF ARTS AND SCIENCES

BIOLOGY—Two positions. Applicants should be field oriented and capable of teaching some combination of the following: Zoology (invertebrate and vertebrate), Field Natural History (non-majors), introductory-level biology for majors and/or run-majors, science seminars, and possible Animal Behavdor of specially course. Areas of specialization open but should complete existing faculty in entomology, floristics, ichthyology, Ilmnology, and ornithology, Candidates also expected to supervise undergraduate student research. Confact: Chairperson, Search Committee, Department of Biological Sciences.

CHEMISTRY—Primary responsibility will be teaching instrumental analysis and general chemistry as well as maintaining and upgrading chemical instrumentation. Lock Haven University's emphasis is on quality undergraduate teaching. Analytical Chemist with broad and strong instrumentation background preferred. Contact: Dr. Arthur H. Gray, Chalrperson, Department of Chemistry, Physics, Geosciences.

ENGLISH—Assignment is at the branch campus in Clearfield, Pennsylvania. Excellence in teaching required; generalist with expertise in applied metoric and composition studies and ability to inspire first-generation students. Con-tact: Ms. Virginia Martin, Department of English, Journalism, Philosophy. tact: Ms. Virginia Martin, Department of English, Journalism, Philosophy.

HISTORY/EUROPEAN—Teach European History with an ability to offer courses in areas from Classical Civilization through Renaissance and Reformation. The position includes both advanced courses and world survey. The position provides support to the History, Secondary Education, and International Studies majors. Successful candidate must be able to function in a multi-disciplinary department, Contact: Search Committee for European History, Department of History, Economics, Political Science, Management Science.

HISTORY/UNITED STATES—Teach U.S. History Survey, and upper-level courses in area of speciality. Expertise in colonial and revolutionary era, lacksonian America, or the Civil War required. Interest in labor or women's history a plus. Successful candidate must be able to function in a multi-disciplinary department. Contact: Search Committee for United States History, Department of History, Economics, Political Science, Management Science.

COLLEGE OF EDUCATION & HUMAN SERVICES

HEALTH SCIENCES—Responsibilities include teaching sports medicine, anatomy and related courses. Supervision of undergraduate students in an NATA educational curriculum program and athletic training in an NCAA Division II athletic program. NATA Certification in Athletic Training, License in Physical Therapy, and Master's degree required. Contact: Mr. Daniel J. Gales, Chairperson, Search Committee, Department of Health Sciences.

ASSISTANT/ASSOCIATE PROFESSOR Apparel Marketing

9-Month Tenure Track

merizations. Ethnic, colorrity, women, and disabled applicants are especially encouraged to apply. Oralifications: Euroed doctorate in reading, language arts, children's literature, and literacy, with a strong academic background in child development. Strong evidence of research productivity potential in the content of the candidate's major area of interest. Potential for becoming dissertation director/doctoral advisor. Two years' teaching experience with young children. Please aced credentials, including vita, graduate transcript and three references within the field by March 1, 1992 to Dr. Breads Mous Chilina, Chair, Department of Early Childbood Education, Georgia Sinte University, University Plaza, Atlanta, Georgia 30303. Georgia State University is an equal education opportunity institution and an equal opportunity.



ASSOCIATE OR FULL PROFESSOR

Race and Ethnic Relations

The College of Urban, Labor, and Metropolitan Affairs (CULMA) seeks a The College of Urban, Labor, and Metropolitan Affairs (CULMA) seeks a distinguished scholar whose primary interest is the study of race and ethnic-tity-related issues. Candidates from all disciplines and fields of study with strong recurds of scholarship and continuing research interests in race and ethnic relations are encouraged to apply. The successful candidate will join a distinguished faculty of ten nationally recognized scholars who currently are being recruited by CULMA. The primary focus of the position in race and ethnic relations will be research; teaching normally will be limited to one course per semester. The successful candidate will have the opportunity to direct an institute focused on race-related scholarship and research. Opportunities to engage in race and ethnic-related scholarship with faculty from other WSU colleges and schools are substantial.

other WSD colleges and schools are substantial.

CIMA was established to enhance the University's urban mission in research, service and leaching. The University and the College have selected race and ethnic-related research and education for significant programmatic development. Wayne State is one of three major comprehensive research universities in Michigan. It enrolls more than 33,000 students—including nearly 13,000 graduate and professional students—in more than 175 fields. Its main campus is located in Detroit's University/Cultural Center district.

The position will be titled at the tenured associate or full professor level in an appropriate disciplinary department or within CULMA. Salary is negotiable, but will be nationally competitive and commensurate with experience and qualifications. The position is available for Fall 1992 and will remain open until filled. Applications form women and minority candidates are strongly

Applicants should send a letter of Interest, curriculum vitae, and the names, addresses, and phone numbers of four references to:

Associate Provost Marie Draper Dykes, Chair Race/Ethnic Relations Search Committee College of Urban, Labor, and Metropolitan Affairs 3198 faculty/Administration Building Wayne State University Deiroit, Michigan 48202

Wayne State University is an equal opportunity, affirmative action employer,



University of Southern Maine

ACCOUNTING

The University of Southern Maine's Department of Accounting is seeking a person to fill a termine track position at the assistant professor level. Our teaching needs are in the areas of auditing and managerial accounting, with preference for someons who can teach both undergraduate auditing and MBA managerial accounting. Teaching offectiveness is emphasized with acholarly activity expected. Starting date: Suptember 1, 1992.

Candidates will have a Ph.D. or DBA in accounting, or be at an advanced stage of ABD. An individual who is ABD would be eligible for a one-year appointment at the rank of Lecturer. Experience and CPACMA are positive additional factors. Competitive salary and benefits.

Sond letter of application, vita, and a list of three references postmarked no later than Pobruary 3, 1992 to:

Dr. George Violatio
School of Business, Economics and Management
RE: 103
University of Southern Maine
98 Falmouth Street
Portland, MK 04103
FAX# (207) 780-4602

USM is an EEO/AA amployer. *******************************

Position

September 1, 1992

Declorate in Cortning and Textiles or related field; demonstrated experience in teaching and scholarship. Salary commensurate with experience in teaching and scholarship. Salary commensurate with experience and qualifications. Send CV and three retremes by Jassuay 31, 1992 to Dr. Patricis Warner, Saerch Committee Cheir, Dapartment of Consumer Studies, Skinner Hall, University of Massachusetts. Amharst, Amhorst, MA 01003. An Affirmative Action/Equal Opportunity Employer

Disability Services Coordinator, Search Consideration of Consumer Studies, Skinner Hall, University of Massachusetts. Amharst, Amhorst, MA 01003. An Affirmative Action/Equal Opportunity Employer

Disability Services Coordinator, Search Consideration of Consumer Studies, The University of South Daton of the Individual will also be reproduced to positive consistency of the Consideration of the South Daton of the Individual will also be reproduced, Studies and Individual will also be reproduced, Studies and Individual will also be reproduced by participating and related by results of the Consideration of the South Daton of the Individual will also be reproduced, Studies and Individual will also be reproduced by participating and reproduced and educationally appropriate accommoderations of recent productions of the South Daton of the South Daton of the South Daton of the South Daton of the South South Daton of the South South

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Stephon J. Peldman, Special Education
Department, Search 91-165, Southern Connecticut State University, New Haven,
Connecticut 66515, Affirmstive Action,
Equal Oppurtunity Employer

Economics: Clark Cummunity Comparison of the Community Institutor, Pull-time, terms from a teathern position. Requires M.A. or M.N. in I conomics, or J.D. and B.S. in economics, or M.B.A. and B.S. in economics, and so, alronal certificate or into genitors, and so, alronal certificate or into genitors. Applications materials may be obtained from Clark College Personnel Service, 1800 Fast McLoughin Boulevard, Vanculture, Washington 98663; 200; 699 (II). Closing date: February 28, 1992. Clark College is an equal opportunity employer in glaces particular emphasis on enleving affirmative action hims goals. Prosected firmative action hims goals.

Temple University School of Dentistry

..is seeking applicants for full-time (12 month), tenure track positions in selected areas. With a new clinical facility, a strong student applicant pool and a commitment to expanding research, the School provides an excellent

Available openings require DMD or DDS degree and eligibility for dental licensure in Ponnsylvania. Current Pennsylvania licensure desirable. Specific openings

RADIOLOGY: Assistant or Associate Prolessor to head Radiology Section of Department of Oral Medicine. Requirements include advanced training in radiology, significant experience in TMJ, tomograph (Quintescetograph) and diagnostic radiology Experience in CT and MRI desirable. One immediately and must be filled by 9/1/92. New opening; no applications on file.

PEDIATRIC DENTISTRY: Assistant or Associate Professor. Depending on qualifications. may head Pediatric Dentistry Section of Department of Operative Dentistry. Board eligibility required diplomate status desired. MPH or PhD and research experience desired. Open 1/1/92 and must be filled by 9/1/92. New opening; no applications on file.

COMMUNITY DENTISTRY: Assistant or Associate Professor to develop didactic and dinical program in geriatric dentistry. Direct courses in dentistry for disabled and community dentistry. MPK or substantial experience required. Open 1/1/92 and must be filled by 9/1/92.

ORAL SURGERY: Assistant or Associate Professor to work primarily with residency program Board eligibility required; diplomate preferred. Intramural practice expected. Open 7/1/92.

Interested applicants should send cover letter and curriculum vitae to: Temple University School of Dentistry, Room 415 — CEF, 3223 North Broad St., Phila., PA 19140. Minority and female candidates are encouraged to apply. An Equal Opportunity/Affirmative Action Employer.





Choose

CENTRAL CONNECTICUT STATE UNIVERSITY MATHEMATICAL SCIENCES

ASSISTANT/ASSOCIATE PROFESSOR: Fall 1992, pending funding of position, Tenure-track. To teach courses teading to the BAOTM degree in Mathematics in addition to Math courses required o majors in other departments; advise undergraduate or graduate students and maintain an active level of scholarship in the disci-pline. Ph.D. in Mathematics required. Solut has known in geome-try and analysis; previous teaching experience on the college level

ASSISTANT PROFESSOR: Fall 1992, pending funding of position. Tenure-track. To teach courses leading to the BA or MA degree in Mathematics in addition to Math courses required of majors in other departments; advise undergraduate and graduate students and maintain an active level of scholarship in the discipling. Ph.D. in Adabases and Ph.D. dein Mathematics or completion of course work toward a Ph.D. de-gree if the dissertation is within one year of completion required. Previous teaching experience on the college level preferred.

Send letter of application and resume with names, addresses, and telephone numbers of three references to Penelope Coe, Chair, Search Committee, Department of Mathematical Sciences, CENTRAL CONNECTICUT STATE UNIVERSITY, New Britain, CLOSAGE AND TRAINED TO STATE UNIVERSITY, New Britain, CLOSAGE AND TRAINED TO STATE OF THE PROPERTY OF 06050-4010. Review of candidates will begin on February 1992. CCSU is an ANEO employer. Wumen, minorities, handicapped and veterans are encouraged to apply.

BULLETIN BOARD: Positions available



FACULTY POSITIONS SCHOOL OF ARTS & SCIENCES

Eastern Montana College's School of Aris and Sciences is seeking a number of innovative and creative faculty for openings throughout the School community with the Fell 1992 Semester. Salary contingent upon rank and experience with the terms of the collective bargaining agreement. Appropriate terminal degree required or tenure Irack positio

ior tenure track positions.
Eastern Montana College is comprised of the Schools of Arts and Sciences, Education and Human Services, and Business and Economics. With an enrollment of 3,600 students, it is the third largest unit of the Montana University System. The College is located on a 90-acre compus in an attractive residential arcs near downtown Billings, the largest city in the State with a nateropolition population of 80,000. Billings is the commercial and health-care center of the region and is located in the beautiful Yellowstone Valley with easy access to Montana's rich and scenic recreational resources which offer a comfortable blend of urban advantages and rural relaxation.

COMMUNICATION ARTS—Search #92-7
stant Professor (fixed term) to teach general education courses in
Communication and Public Speaking, M.A. in Communication re-

ECOLOGY/ZOOLOGY—Search #92-6
Assistant/Associate Professor (tenure track) to teach introductory end udvarced ecology and zoology and introductory belogy, and to establish an undergraduate research program in ecology. Ph.D. in appropriate area with related secondary experits (ecology ant/or zoology preferred) and a commitment to undergraduate science adactation required.

MUSIC EDUCATION—Search #92-9
Assistant/Associate Professor (tenure-track) to teach courses in Methods of Teaching
Music (K-12), Foundations of Music. World Music Multiures, and Applied Music
Instruction in flute end/or voice. Appropriate doctorate and public school teaching

experience required.

NATIVE AMERICAN STUDIES—Search #92-10

Assistant Professor (tenure-track) to leach courses in Social issues of the Native American. Introduction to Native American Studies, The Indian and the Law, and Indian identity and Awareness. Ph.D. In appropriate field preferred, demonstrated background and interests relating both to the Northern Plains#Rocky Mountain region and the national Native American context, and experience with education and community-based programs involving Indians and non-indians expected.

SPANISH—Search #92-11

Assistant Professor (tenure-track) to teach all levels of undergraduate Spanish language sequence and courses in Pontinesiar and Spanish-American Civilization and Culliurs, Methods of Teaching Foreign Languages, and to supervise student teachers. Ph.D. in Spanish and native or near native commend of Spanish required and ability to teach elementary French and/or German desirable.

Candidates must submit Leiter of Application, Curriculum Vitae, Three (3) Reference

Candidates must submit Leiter of Application, Curriculum Visco, Three (3) Reference Leiters, Copies of Transcripts to Chair, Search &, Human Resources/REO-AA Office, Essista Montone College, 1800 North 30th Street, Billings. MT 89101-0208: 1408) 897-2278. For a detailed variancy announcement describing position description, qualifications required, and application procedures, please contact the Human Resources/

Applications received by the deadline date of February 14, 1092 will be given preference review; however, applications will be accepted until positions are filled. Eastern Montana College is an Equal Opportunity. Affirmative Action Employer Qualified Women and Minorilles are encouraged to apply.



GEORGIA SOUTHERN UNIVERSITY PROFESSOR OF ECONOMIC DEVELOPMENT

The Department of Finance and Economics invites applications for the newly created Georgia Southern University Professor of Economic Development. This endowed sentor-faculty position carries responsibilities for scholarly research, public service in the area of regional economic analysis, and teaching. The position includes a support budget for travel, equipment, secretarial services and a reduced teaching load. In addition to scholarly research and publications, the Professor will serve as southeast Georgia's regional analyst by developing an economic model of the region, helping maintain a professional relationship with institutions engaged in economic development, providing current information on regional issues, and assisting the region's attempts to attract new industry.

Viable candidates must be doctorally qualified with at least five years' experience and a solid research record in applied regional economic issues as well as publications in nationally recognized scholarly journals. Experience with regional economic models and forecasting desirable. This is a nine-month, tenure track position starting September 7, 1992. Salary competitive. Application deadline: March 1, 1992. Contact:

William M. Whitaker, Head Department of Finance and Economics Georgia Southern University Landrum Box 8151 Statesboro, GA 30460

A Unit of the University System of Georgia Affirmative Action, Equal Opportunity Employer The names of applicants and nominees, resumes and other general non-evaluative information are subject to public inspection under the Georgia

will be at the principles level. These courses are primarily populated by ensistential majors. In addition to principles, the candidate will be responsible for teaching upper division coursas in econometrics, and public finance. Graduate preparation in these areas is required. Teaching experience outside of the graduate school program and a demonstrated capacity for responsible for the appointment date. To be consuldates must have completed the Ph.D. prior to the appointment date. To be consuldated, a current curriculum vitae, official transcripts of graduate work, examples of recommendation addressing the candidate's qualifications, in light of the address of the condidate's qualifications, in light of the address of the condidate's qualifications, in light of the address of the commendation are to be forwarded to Dr. Waiter D. Johnson, Chair, Department of Economics, UMR, Rolla, Missouri, 63401, by February 15, 1992. UMR is as guild Opportunity, Affirmative Action suppleyer,

is committed to both excellence in teaching and the involvement of undergraduates in the research process. Approximately two-thirds of the instructional load of each faculty member (at 2 hour per semester base) will be at the principles level. These

In the country.

Impact the research agenda of a center, currently under development. In the area of quality and productivity improvement.

—Take advantage of a close relationship with the University's engineering departments.

—Catalyze efforts to attract additional high quality faculty.

The Catton School has had a long and productive working relationship with the Twin Cities business community, and makes an important impact on the economic vitality of the region through research, teaching and service. The Twin Cities metropolitan area is the fifth largest center of Fortune 500 companies and is a leader in innovation and technology. Special research and outseach opportunities are provided through eight research centers. The Professorship was named for Frank A Doneldson, Sr., a 1912 graduate of the University of Minnesota and founder of Donaldson Company, Inc., a worldwide manufacturer of fliration products.

UNIVERSITY OF MINNESOTA

Department of Operations and Management Science

Curtis L. Carlson School of Management

The Frank A. Donaldson Professorship in

Manufacturing and Operations Management

The Carlson School of Management is searching to till the Frank A. Donaldison Professor ship in Manufacturing and Operations Management, one of 18 distinguished faculty positions that were created as a result of a recently completed \$40 million fund-reising campaign. The appointment will be made at the rank of Full Professor with arrure to a sentor scholar having a nationally recognized record of research and teaching in the areas of operations management, manufacturing or engineering.

The Professorship represents a unique opportunity to strong researchers with interests in operations management, management science and statistics

— Take part in productive interaction with one of the most dynamic business communities in the country.

Applications or nominations must be submitted before March 15, 1992. Curriculum vitae should be addressed to

Professor Rajiv D. Banker
Arthur Andersen & Co / Duanne R. Kullberg Chair
Department of Operations and Management
Carlson School of Management
University of Minnesota
271 19th Avenus South
Minneapolis, MN 55455



The University of Minnesota is committed to the policy that all persons shall have equal acress to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, see, age, markel status, disability, public assistance status, octeron status, or excual orientation.

FACULTY POSITION IN EXPERIMENTAL NUCLEAR PHYSICS

Indiana University

The Department of Physics at Indiana University invites applications for a tenure-track faculty position in experimental nuclear physics, expected to start in Fall 1992, subject to funding approval. The appointment is authorized at the Assistant Professor level. Applicants must have a Ph.D. and should have demonstrated outstanding potential for leading a vigorous research program and for teaching at the undergraduate and graduate level.

The nuclear physics experimental research program of Indiana University is carried out using the Indiana University Cyclotron Facility (IUCF) and other major user facilities. IUCF is a national facility for medium-energy nuclear physics, whose cyclotrons provide light-ion beams up to 200 (q²/A) MeV. The recently completed storage ring with synchrotron acceleration provides variable-energy polarized beams up to 500-MeV protons and other light ions to 600 (q²/A) MeV, with unprecedented resolution for experiments using electron cooling and internal targets. ents using electron cooling and internal targets.

To apply, please send a complete vita (including a description of re-search interests, accomplishments and list of publications), and arrange for a minimum of three letters of reference to be sent to:

Chairman, Search Committee Experimental Nuclear Physics Department of Physics Indiana University Bloomington, IN 47405

Applications must be received by the closing date of March 16, 1992. Indiana University is an Equal Opportunity, Affirmative Action Employer.

nomics and Environmental Economics. The successful candidate will be expected to teach a course in Monetary Economics and Environmental Economics on an alternating year beals. Also, all economics teaching faculty are expected to teach Principles of Economics. Teaching will be at the undergraduate level, so strength and experience in teaching la expected. Research may be of either a theoretical or spilical nature. Qualifications include a Ph.D.; however a candidate at the dissertation stage will be considered. The salary for the economist is competitive, and it will depend on the background and credentals of the applicant. The College of Charleston, founded in 1770, is a liberal arts, undergraduate teaching inclusions on the background and credentals of the applicant. The College of Charleston, founded in 1770, is a liberal arts, undergraduate teaching inclusions one of the most desirable chies in the country in which to live. Applications will be received and considered up to April 15, 1925, or until a successful candidate is found. To apply for the position, send current carrievilum vitae, ietors of recommendation, and a recent transfer excent transfer. position, send current current viant viant, ex-ters of recommendation, and a recent tran-script of dectoral work to: Dr. J. Michael Morgan, Chair; Department of Economics and Finance; College of Charleston; Charleston, South Carolina 29424; FAX (803) 792-5497. The College of Charleston is an Equal Opportunity, Affirmative Ac-tion Employer.

Editor: The Papers of George Washington will add to its staff an assistant editor for he Presidential Series. A doctorate in history and experience or demonstrated ability in documentary editing are required. Address applications to W.W. Abbot, The Papers of Cleorge Washington, 504 Alderman Lipury. University of Virginis, Charlotteswille, Virginia 22903.

Education: Associate/Professor and Director of Tracher Education. Beginning date August 3, 1992. Supervise tracher training program and teach selection of courses in secondary education. Terminal degree required. College and secondary school teaching experience required. Administrative skills, ability to relate well to students and colleggues and commitment to Christian values and faith required. Send cover latter, vila, transcripts, and names of at least five references to: Dr. Donald Rominger, fr., Vice President/Dean of the Faculty, Kamas Wesleyan University, 100 East Clain, Salina, Kansas 67401-6196. Deadlipe March 30, 1992, or until position is filled. EOE.

Education: Assistant Professor to teach secondary education courses, supervise student senders, and coordinate field experiences for student senders at a national liberal arts college. Continuing appointment, beginning August 1992. Doctoral degree in education and at least three years of secondary classroom teaching experience are reary classroom teaching experience are required; experience supervising student teachers and teaching college-level courses is desirable. Submit better of application, vita, transcripts, and at least three letters of recommendation by January 24, 1992 to Dr. Sandra Fox, Chairperson, Education Department, Lake Forest College, 555 Sheridan Rood, Lake Forest, Illinios 60045-2399. Applications from minorities and women are actively encouraged.

which are actively encouraged.

Education: One-year subbatical replacement position for 1992-93 in Secondary Education. Teaching sasignment includes secondary methods courses in Theory and Practice in Secondary Education. Additional responsibilities include sudent teacher supervision and other courses as appropriate. Rank and salary based upon preparation and experience. Doctorate or ABD with emphasis in C&I or secondary content

Central Connecticut State University **FACULTY POSITIONS**



The School of Education and Professional Studies at Central Connecticut State University announces three tenure-track positions for the 1992-93 academic year. We are part of a comprehensive metropolitan univer-

sity located in New Britain, CT. The oldest public institution of higher education in Connecticut, Central Connecticut State University has a proud tradition in teacher education, a strong commitment to serving the urban communities in the Greater Hartford area and dedication to excellence in teaching and schularable. We are looking for persons with energy, enthusiasm, and experience working with culturally diverse populations and a willingness to work cultabo ratively with professionals in schools.

Teacher Education (1795): Tenure track, Open rank

Teacher educator to teach courses in learning and related topics at the graduate and undergraduate levels as applied to K-12. Advise students, supervise student teachers, engage in scholarly activity, participate in department, school, and university activities and work to estab-lish professional development schools. Dectarate, record of scholarship and/or potential, and ability to work collaboratively in schools required. We will consider all levels, but prefer a senior-level individuse with some combination of background in teacher columnion, cognitive psychology and/or developmental and constructivist perspectives who can take a leadership role within the Department. Teaching experience in middle or high school preferred.

Teacher Education (1796): Tenure track, Open rank Teacher educator to teach and develop undergraduate and graduate courses in teacher education and educational foundations (historical, philosophical, social, anthropological), work to establish professional development schools, advise students, supervise student teachers, en-gage in scholarly activities, and participate in department, school and gige in scholarly activities, and participate in department, school and university activities. Doctorate with strong foundations preparation, record of scholarship and/or potential, and ability to work collaboratively in schools required. We will consider all levels, but prefer a senior-level individual with some combination of background in foundations who can take a leadership role within the Department. Teaching experience in public schools and/or university preferred.

For above positions, send application materials to Eddie Joyce, Chair, Department of Teacher Education (address below).

Special Education (1794) Tenure track; Assistant Professor Teach courses in special education at the certification and graduate level, advise students, appervise student teachers, engage in scholarship and participate in department, school and university activities. Doctorate with some combination of hackground in early childhood, mental retardation, program planning and/or curriculum developmen ecrtification in special education, and experience working with special needs students required. Three years teaching experience, prefembly with early childhood special education in a public school setting, experience supervising student teachers and experience with mentally related students proferred. This position will provide exciting opportunities to be involved with the creation and start up of a magnet school which will include early childhood special needs children.

Send application materials to Lynne Snyder, Chair, Department of Special Education (address below).

All applicants must submit a letter of application, resume, and names, addresses, and phone numbers of three references to the Chairs listed above. For additional information about the University or the positions, please contact: Richard I. Arrosts, Dean, School of Education and Professional Studies, Central Connecticut State University, 1615 Stanley St., New Britain, CT 06050 (Phone: 203-827-7246). Closing Date: Review of applicant files will begin on l'ebru-ary 17. Position offers will depend upon funding.

CCSU is an AA/EO employer. Women, minorities, the handicapped, and veterans are encouraged to apply.

TRENTON STATE COLLEGE

ACCOUNTING-TENURE TRACK POSITION SEPTEMBER 1992-TEN MONTHS

including auditing with reasonable research commitment. Ph.D. pre-ferredand required for tenure. Rank and salary dependent on qualifications. Send resume to: Dr. Barbara J. Shlarappa, Chairperson, Depart-

To teach undergraduate courses I ment of Accounting, Trenton State College, Hillwood Lakes, CN4700, Trenton, NJ 08650-4700. Screening will begin February 1, 1992, applica-tions accepted until position is filled. To enrich education through diver-sity, TSC is an AA/EOE employer.

ares. Secondary teaching experience essential. Send latter of application, curriculum vine and credentials to Dr. David
May. Chair, Department of Education,
Whitman College, Walls Walls, Washington 99362. AA/EOE. Deadline: Pebruary 4,
1992.

Education: Education Professor: Interim

Education: Education Professor: Interim

are experience at the elementary school level,
and ellability for K-6 certification. Responsibilities include instruction of courses
in language arts, chiddren's literature and
reading at both graduate and undergrade atte.

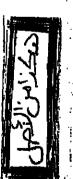
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and ellabilities included instruction of courses.

The ellaborature and course and course an Education: Education Professor: Interim position. Beziming August 15, 1922. To teach Barly Childhood Education and/or Technology and supervise student teachers. Commitment to the integration of Christian faith and learning as well as a personal commitment to Christian principles. Ed. D or Ph.D. in Early Childhood Education or Educational Technology desired. For more information contact. Dr. Childhood Education or Educational Technology desired. For more information contact. Dr. Childhood Education or Educational Department Hend (716-567-567), or Dr. Clarepce Bence, Academic Vice President and Dear of the College, Houshton, New York 16744. Houghton College Rolling, Springer, North Caroline and Education Guidant Professor. All-fine, toure-track. Requirements Include a terminal degree in curriculum and instruction of 3 years teaching exportance at middle school or least hepolic in Service and eliabilities include instruction of Course in College, Policy of College in Section of Course with Grant Education, Clarepce Bence, Academic Vice President and Dear of the College in Col



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School of Education POSITION OPENINGS: Available August 1992

Insistant or Associate Professor—Educational Administration: Feach graduate courses in educational administration; advise graduate students and supervise internships and theses work. Assistant or Associate Professor—Research and Instructional De-

ngn: Feach undergraduate and graduate courses in computers in eduation, instructional design, statistics and/or research methods; advise and provide consultation for graduate research projects. Assistant or Associate Professor-Teacher Education and Currie-

dum Studies: Feach undergraduate and graduate courses in curriculum and mothods; advise students and supervise graduate research pro-

The above positions require Ph.D. or Ed.D., teaching experience, and an active research record. Candidates should have a strong interest in our computer-intensive educational environment.

Prake University has an enrollment of 7,000 students and is the largest independent university in Iowa. The University is comprised of six collages and schools: Arts and Sciences, Journalism and Mass Communications, Business and Public Administration, Law, Pharinney, and Education. Brake is located on 160 acres near downtown Des Molnes, the state capitel. Set in wooded hills at the confluence of two rivers, Des Moines offers a blend of uncomplicated living and urban advantages. With a metropolitan population of 386,000, the city is a hab for the insurance, banking, and publishing industries and offers a wide variety of cultural activities.

Interviews will begin January 15. Letters of application, curriculum vitae, reprints, letters of refer-

l'aculty Senrch Committee School of Education 3206 University Avenue Drake University Des Moines, Iowa 50311

Drake University is an Affirmative Action,

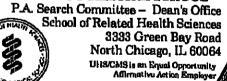
CHAIRMAN Physician Assistant Program

This newly formed department invites applications for the position of Department Chairman. Program offers a Bachelor of Science Degree as a Physician Assistant.

Qualifications which are highly desirable are: An earned degree as a physician assistant at the baccalaureate level and naster's degree (preferred) in a related area. Experience in developing a P.A. program and caching in a university based program. This osition is a tenure-track position. The Chairman reports to the Dean of School of Related Health Sciences and is responsible or the departmental budget, curriculum levelopment, accreditation and hiring as well as faculty evaluation.

Please submit letter of intent and resume

UNIVERSITY OF HEALTH SCIENCES/ THE CHICAGO MEDICAL SCHOOL



experience preferred; experience at ele-mentary or middle school level required. Rank and salary dependent on qualifica-tions and experience. Application deadline: February 12, 1992. Send letter of applica-tion, réassus, and names of three refer-onces to: Dr. Meriler Rosbers, Chalmor-son of Education, Mount Mercy College, 1330 Elimburst Drives NE, Cedur Roptols, lows 52402. Mount Mercy College is an in-derendent festivast, coeducutional institu-tion which offers a career-oriented erts ed-ucation to a student body of over 1500. EECO/AA.

and special education. Chair will teach in one of these programs. Lutheran university one bour from Chicago. Send application letter, ovidence of teaching and scholarly achievement, vita and three current refer-ence letters by Fabricary 5 to; Dr. Kalisa-ine Antommaria, Acting Chair, Depar-ine Antommaria, Acting Chair, Depar-ine Antommaria,

5496. AARCOE.

Education: Ruisers University—Graduate School of Education, anticipated position vacancies. Termix-track, three-year (Assistant/Associate), September 1. (1992. Openings: (1) Counseling psychology/education; (2) Literacy/English cducation; (3) Science education; (4) Urban education. Requirements: (1) Doctoral desree from a major retearch university in one of the fields listed; (2) established programs of research supported by scholarly publications; (3) swidence of commitment to quality teaching at the machine and undergraduate levels; (4) strong background in one or more of the following areas of specialization; a) connecting psychology/education



FACULTY POSITIONS

West Virginia Wesleyan College seeks applications for the following tenure-track positions, beginning fall 1992. All positions require appropriate doctor-ate (Candidates near completion may be consulered) and firm comm ore reasonances near compression may be considered, and firm commitment to excellent undergraduate teaching; previous teaching experience destrable. Salary and rank negotiable. Minority and female candidates are encouraged

BIOLOGY: Generalist to teach human life science and environmental science to non-majors and area of expertise complementary to curriculum to upper division majors. For additional information, contact (304) 473-8124. upper division majors. Fur additional information, contact 1904) 473-6124.

COMMUNICATION (2 positions): Each candidate will teach fundaments of speech communication plus two or more of the following areas: mass communication, public relations, interpersonal or small group communication, public address, theory, research methods. One candidate will manage small radio and television studio; the other will coach torensics.

ECONOMICS: Area of specialization open (e.g., international, quantitative methods, history). Must be able to provide leadership within a department of economics and business and to serve general student population through

EDUCATION (2 positions): (1) Elementary Education with specialization in special education (SLD), and (2) Secondary Education, specialization open (previously advertised). One of the successful candidates must have preparation and/or successful experience in educational technology. Minimum three years' teaching experience at appropriate elementary or secondary level. West Virginia Wesleyan College is a church-related liberal arts college of 1500 students, located in the Allegheny Highlands of north central West Virginia, 135 miles south of Pittsburgh, Pennsylvania and 110 miles north of Charleston, West Virginia.

TO GUARANTEE CONSIDERATION: Submit letter of application, curriculum vilae and three letters of reference or complete credentials file by February 17, 1992, to Dr. G. Thomas Mann, Dean of the College, West Virginia Wesleyan College, Buckhannon, West Virginia 26201. AAEOE.



1992 FACULTY OPENINGS

Dofia Ana Branch Community College, a branch of New Mexico State University, is located in one of the fastest growing areas of the country. A caring atmosphere for both students and faculty make this an exceptional place to work and a near-perfect climate makes it an appealing place to live. Over 3,000 students are entolled in vocational/technical and developmental courses leading to associate in applied science degrees and certificates. The College's commitment to teaching and learning requires a dedicated, skilled teaching faculty.

Positions listed below are tenure track. On the job experience in the discipline is required. Experience in post-secondary teaching is preferred. Artising, recruitment, retention, and other duties as assigned. Henefits include group medical, bospital, and dontal insurance, group life insurance, and state educational relicement. Review of applicants will begin immediately and continue until positions are filled. Starting date ASAP.

EMT-Paramedic Instructor/Assistant Professor—(deadline extended). Teaches EMT-Basic, Intermediate, and Paramedic courses as well as refrosher courses for Emergency Medicine, Teaching assignments will include day, evening, and occasional weekend classes. Bachelor's dogree required as well as appropriate licensure, \$25,000-\$29,000 for 12 months. Radiologic Technology Instructor/Assistant Professor. Supervises and evaluates atudents in the clinical portion of the program. Teaches positioning and related anatomy. Assists in administering competency examinations. Associate degree required; Bachelor's degree proferred. Registered Radiologic Technologist able to meet New Mexico licensure requirements. \$25,000-\$29,000 for 12 months.

Send letter of application, résumé, references and transcripts to:

Donaciano E. Gonzales, Provost Doña Ana Branch Community College P. O. Box 30001, Dept. 3DA Las Cruces, New Mexico 88003

READING

Assistant Professor of Elementary Education—Reading Diagnosis emphasis. Stephen F. Austim State University, Nacogdoches, Texas, Fall, 1992. Responsibilities: teach graduate and undergraduate courses in Reading Diagnosis, supervise subtent teachers, and assume Department and University-related responsibilities. Qualifications: an earned doctorate or a doctorate in progress in Reading, Educational Psychology, or Curriculum and Instruction with a Reading Specialist Certification or equivalent. Candidate must have strong preparation in reading diagnosis/remediation, and developmental reading: a minimum of three years of successful public/private school (K-12) teaching experience which includes reading; evidence of commitment to professional development and scholarly artifysies. Two positions. Salary: commensurate with qualifications and experience; salary based on rine month appointment. Application deadline: March 1, 1992. Send three confidential letters of reference, academic credentals, and resume with a letter of application to:

Dr. EMa Rodriguez, Chair

SFASU & an AAVEO EMPLOYER.

(mniticultural/family emphasis); b) literacy/
English education; c) science education
(b) lotogical sciencest; d) urban education
(adquini standouvolus). Responsibilition inchude: (1) Teaching graduate and undergraduate courses; (2) conducting rosestation
and publishing; (3) advising graduate students, chafting dissortation committees and
directions students; research, advising undergraduate teacher education quadicales;
(4) performing some service activities. Salary and rank commensurate with the candidate's background/experience. Send cover

Education: Assistant/Associate Professor, tenure track position. Available August, 1992 at Benedictine College. Benedictine College, a liberal arts institution, is located

THE UNIVERSITY OF IOWA

Faculty Openings in Organizational Behavior and Organizational Theory

The Department of Management and Organizations in the College of Business Administration at Iowa anticipates two faculty openings beginning Fall Semester 1992, one in organizational behavior and the other in organizational theory. Th rank assigned to both positions is open and will depend on qualifications and

The minimum qualification for the organizational behavior position is a doctoral degree at or very near completion in organizational behavior, organizational psychology or a closely related field of research. The minimum qualification for the organizational theory position is a doctoral degree at or very near eletion in organizational theory, organizational sociology or closely related field of research. The ability to teach basic and advanced courses at the bachelors, masters and doctoral levels and to conduct research of publishable quality in the area of interest are basic requirements for both positions. Demonstrated excellence in teaching and research are desirable qualifications for both positions. We are particularly interested in identifying candidates with teaching and research interests in groups and teams for the organizational behavior position. For the organizational theory position, preference will be given to candidates with established scholarly records who can immediately participate in the training of doctoral students and provide faculty leadership in the organizational theory area.

Applications for these positions should include a curriculum vita, samples of recent research, including a dissertation abstract for new Ph.D.'s and the names and addresses of three persons familiar with your teaching and research. Please direct

Professor Edward J. Conton College of Business Administration The University of Iowa Iowa City, IA 52242

The University of lows is an affirmative action/equal opportunity employ with a strong commitment to encouraging diversity. Women, members ethnic minorities and disabled persons are especially encouraged to apply.

Anticipated

ASSISTANT PROFESSOR (2 Positions)

LOUISIANA STATE UNIVERSITY

College of Education Department of Administrative and Foundational Services

The Department of Administrative and Foundational Services is inviting applications for two tenure-track Assistant Professor positions beginning August, 1992. Responsibilities include teaching, research, service, and graduate student advising. Salary is commensurate with qualifications and

K-12 School Administration. Qualifications include a doctorate in educa-lional administration or a related field in the social and behavioral sciences with a strong research orientation. Preference will be given to individuals with specialization in some area of K-12 school administration.

Educational Administration/Policy, Qualitications include a doctorate in educational administration or a related field in the social and behavioraaciences with a strong research orientation. Preference will be given to individuals with apecialization in political science, indities in education, and policy studies. The opportunity exists to participate in the College's new Educational Policy Hesearch Center.

Send latter of application, vita, and the names, addresses, and telephone numbers of three references to the appropriate chair:

K-12 School Administration Search Committee Dr. Charles Teddlie, Chair

Educational Administration/Policy Search Committee Dr. Gary Crow, Chair

Department of Administrative and Foundational Services 111 Peabody Hall Louisiana State University Baton Rouge, LA 70803 (504) 388-6900

Review of applications will begin February 1, 1992, and will continue until the position is filled. Louisiana State University is an Equal Opportunity. Ammutive Action Employer: women and minorities are encouraged to apply.

In Northeast Kansas, one hour from Kansas City and two major state universities. Recronsjoilities include teaching elementary and/or secondary education and supervising student teachers. Possibility of assuming chairperson duties of department and the energy level; and commitment to an energy level.

Education: September, 1992. Search Reopened. Assistant professor. Christian liberal arts college seeks generalist to teach
elamentary methods and general education.
Courses, provide clinical supervision of student teachers, advise undergraduate teacher education majors, and work with college
faculty and public school personnel to implament and carry out field-based expericiementary school experience: evidence of
collegiality, teaching effectiveness, and

suming chairperson duties of department and/or instructional duties in Master of Arts in School Administration program. Outlineations include experience at the elementary and/or secondary level. Send resume and three letters of reference by January 22, 1992, to: Dr. Breat D. Ceida, Assuchate Dean, Benedicille College, 1020 North Second, Atchison, Kansas 6/602.

Education resulted and testing available. By February 10. 1992, send resume, and have three letters of reference by January 22, 1992, to: Dr. Breat D. Ceida, Assuchate of the College, Florida Southert College. 1020 North Second, Atchison, Kansas 6/602.

Finitida 31801. AANI-UE.

Education: Assistant or Associate Professor, tenure-track, begin August, 1992, Responsibilities include coordination of elementary student teachers, reaching acceptant of the property of the coordination of the coordinat



JMU **FACULTY POSITIONS**

College of Health and Human Services

Department of Physical Education and Sport

James Madison University

Due to the early retirement incentive program initiated by the Commonwealth of Virginia, the Department of Physical Education and Sport will have several 10-month tenura and non-tenura track positions open beginning in the fall of 1982.

Tanure track positions: Doctoral degree preferred, ABD considered. Previous research and teaching experience in higher education desirable. Responsibilities: teach graduate and undergraduate classes, advise students, conduct scholarly activities, seek external funding, and

Non-tenure position: Master's degree required. Ability to teach a variety of activities desirable. Responsibilities: teach undergraduate classes, advise atudents, and perform service activities. Areas of expertise needed: Individuals with expertise in one or more of the following creas are encouraged to apply. Hiring is subject to budgetary constraints.

Teacher education (methods and supervision of student teaching)
Motor development
Adapted physical education

Sports management Aquatics (instructor certification required)

Salaries: All salaries are competitive and commensurate with experience. All positions are dependent upon state funding.

Starting Date: August 17, 1992

Application Procedure: Screening of applicants will begin on February 15, 1992. Applications received after that data are welcome and will be reviewed if a visible cardidate does not emerge in the first screening. All interested individuals should send a latter of application identifying the areas of expertise for which qualified. Include a current vita end the names, addresses, and phone numbers of three references

Search Committee Department Department of Physical Education and Sport 206 Godwin Hall James Madison University Harrisonburg, VA 22807

James Madison University Is located in the heart of the Shenandosh Valley, about 100 miles southwest of Washington, D.C. The university is primarily an undergraduate institution enrolling over 11,000 students and is strongly committed to excellence in teaching and encourages research and service.

James Madison University is an EO/AA employer. unified women and minorities are encouraged to apply.

WESTERN CAROLINA UNIVERSITY

Department of Communication and Theatre Aris seeking three betwee track, positions in Communication/Television, Communication/Journalism and Theatre Aris, Over 175 majors in the broade asting, speech, theatre, and journalism disciplines at state university of 6,000 in department of 14 tuil- and part-time faculty. Complete applications must include a dia, listee current letters of recommendation, transcripts, and letter of application addressing the position requirements. All materials due by January 31, 1992. Send to Dr. Lawrence J. Hill, Hearl; Department of Communication and Theatre Aris; Western Catolina University; Cullowhee, NC 28721. Western Catolina is one of the sources senior insiliutions of The University of North Carolina and an altiturative action, equal opportunity emotions.

Position 1—Telovision, Assistant/Associate Professor in 4 minimication/Televisian depending on qualifications and experience. Ph.D. professor; masser's degree with extensive teaching or professorial experience required. Responsibilities include 3-4 classes each semester from referentian production, management, communications law, policy, and candidate's specialty; advising undergraduate majors; and contribute to curricular revision for a new department of communication and theatre aris. Expand existing interviCOOP program.

COUP program.

Position 2—journalism. Assistant Protessor in journalism depending on qualifications and experience. Requirements are Master's and extensive professional exportence in print and computer communications, 3 + years' college level teaching, experience in electronic publishing, and ability to administer and periorm routine maintenance for Novell LAN network. Responsibilities include 3-4 classes each semester in editing, writing, and production classes; advising undergraduate majors; and revising curriculum in new departurent of communication and theater arts. Serve a abtivor to student newspaper. Focus in the position is on editing, publishing and computer applications.

Position 3—Costume Designer/Costumer. Assistant/Associate Professor depending on qualifications and experience. MAR required or MA and 3 + years of leaching experience. Primary responsibilities are costume design, costume construction, and makeup for 45 maintaige productions per year, with some scentic design opportunities, in theate program with 35-40 majors. Expected to leach design/echnical coarses with additional leaching area desired from acting, movement, creative damatics, into to speech or specialty of applicant. Curriculum revision will begin upon joining 3 additional theater laculty. Duties include advising, faculty committees, and introductory courses.

supervising student teachors, serving on students graduate committees, teaching graduate countries such as: instruction, cutgraduate courses such as: Instruction, curriculum development, research, supervision, and educational law. Qualifications include an earmod dectorate in education or closely related field, public school experience, evidence of scholarly activity, and ability to work collaporatively. Send letter of application and curriculum vitae with names and telephone numbers of three references to: Dr. Ricardo Garcia, Division of Teacher Education, College of Education, University of Idaho, Motsow, Idaho 83643. Chosins date: Pebmary 28, 1992 or until suitable applicant is found. For further information, call Dr. Carcia: 208-88-6586. AA/EOE.

Education Administration: The Citadel, The Military College of South Carolina, Department of Education, an NCATE accredited unit with undergranissae, M.Ed., and Ed. S. programs, seeks applications for a tenurative associate/full professor position. Re-

college related to the Christian Church (Disciples of Christi and Is committed to free inquiry and excellence in undergradule teaching. Good professional development opportunities. Sond letter of application, resume, and all college transcripts by March 15, 1992 to: Dr. Gary E. Gemmon, Deas, Eureka College, Eureka, Illinois 61530. Equal opportunity employer.

Education: Tenure track assistant or associate professor of Teacher Education located in tructional Center in Boise, ideho. starting August 1992. Responsibilities include supervising student teachers, serving on students, and the Charles and Ed.S. programs, and off-campus teaching. Review of special district level, and a record of scholarly achievements including research and professional leadership. Review of applications begins 31 January 1992 and continues until filled. Send letter of application, curriculum vites, and manes and addresses of times references to Dr. Ilm Clees, Department of Education, The Cleek Charles-ton, South Carolina 29409. The Cludel is an IEO/AA employer.

Education Administration: Central Missouri, Assistant Professor, Jenure track position to teach courses in school administration, Qualifications: Recent successful experience in the elementary principalship and/or appropriate successful college teaching in the etementary administration field. Doctorate in elementary administration preferred. Primary Responsibilities: Teach graduate and undergraduate courses, advise graduate students, and other duties as assigned. Applicants should send a feller of application, résumé, official graduate transcripts, two current leuters of recommendation and names of rwo additional references, including addresses and phose numbers to Chair, Search Committee, Lovinger 406, College of Education and Human Services, Central Missouri State University, Warransburn, Missouri; Bi6-543-341. Priority consideration will be given to candidates whose credentials are received by March 15, 1992. Sainty commensurate with



Husson College/ Eastern Maine Medical Center Baccalaureate Nursing Program

3 Faculty Positions Maternal Child Health Full-Time Community Health Full-Time Medical Surgical Full-Time

Our unique nursing program offers twice the number of clinical hours that most programs offer, and our hands-on approach builds greater skills and confidence in students. At Flusson College, classes are small, allowing faculty the opportunity for creative, one-on-one teaching. Join our highly qualified and motivated staff, who work in a supportive environment which includes extensive library service and close ties to a major medical center.

Eastern Maine Medical Center is a 426-bed regional referral center which serves nearly two-thirds of the state of Maine. EMMC offers a full range of health services, including intensive and critical care for infants, children and adults. Located in Bangor, truly a "city in the country", EMMC is nestled along the shore of the Penobscot River.

Husson College is a career-orientated private college in Bangor. The college was established in 1898, and has more than 1800 students. The Husson College/Eastern Maine Medical Center Baccalaureate Nursing Program is accredited by the National League for Nursing and approved by the Maine State Board of Nursing.

POSITION QUALIFICATIONS:

Master's degree in nursing and clinical experience in area of expertise required.

Doctorate and college teaching preferred.

Send letter of application and resume to:

Cathy Exsenich, RNC, MS Chairperson, Appointment & Evaluation Committee Husson College

One College Circle Bangor, Maine 04401



UNIVERSITY CALIFORNIA, RIVERSIDE

The Ethnic Studies Program of the University of California, Riverside is recruiting for a tenure-track position effective July 1, 1992 or later in African American Studies either with a joint appointment in a related department (English, Literature & Languages, Creative Writing, or History) or a full appointment in Ethnic Studies. Applicants must have Ph.D. in hand by time of appointment. Rank open.

We are particularly interested in candidates with distinguished records in research and publication as well as a strong commitment to teaching excellence, and theruby eligible for appointment at the Associate or Full Professor level. However, scholars of unusual promise at the early stage of their careers will also be considered.

Will also be Considered.

Please submit letter of application, with curriculum vitae and supporting documents, including three letters of recommendation to Eufernia Reyus Moore, Administrative Assistant, Ethnic Studies Program, University Office Building, Room 101, University of California, Riverside, CA 92521. MATERIALS MUST BE RECEIVED BY FEBRUARY 14, 1992.

The University of California is an equal opportunity, affirmative action employer. Eligible women and minority candidates are particularly encouraged to apply.

Anticipated Positions

Bank Street College of Education Graduate School

Applications are invited for two full-time, academic year positions; applications from persons of color are especially welcome. Graduate School faculty leach courses and advise. Advisors work with small groups (5 to 7) of students through an academic year providing support in field work sites, leadership in collaborative problem-solving, and enabling students to integrate theory with practice. The primary emphasis is on innovative teaching; faculty are expected to participate in scholarship and research.

Reading/Literacy: Earned doctorate. We seek individuals with successful teach-ing experience and background in comprehension and literacy program develop-ment. Chair: Katherina O'Donnell.

The Search Committee will begin reviewing applications on February 1, 1992 and will continue until the positions are illied. Send letter of application, curriculum vitae, and names and addresses of three references to the Chair names above, Bank Street College of Education, 610 West 112th St., New York, NY 10025.

Bank Street College of Education is an affirmative action, equal opportunity employer.

qualifications and experience. Appointment effective Fall Semester, August, 1992. Women and minorities are encouraged to apply. AA/EEO.

Educational Administration: The University of New Orieans has an opening for an Assistant or Associate Professor in education of Associate Professor in education or Disperse education. Applicants should be qualified to teach and advise doctoral students in one or more of the following areas: 1) higher education; 2) urban education; or 3) school finance and law. Earned doctoral students in one or more of the following areas: 1) higher education; 2) urban education; or 3) school finance and law. Earned doctorals are and research publications required. Experience supervising dissertations, serving in administrative capacities, or teaching research methodology courses also meterable. Women and minorities are encouraged to apply. Send letter of application, vits,

Bulletin Board (202) 466-1050



FACULTY POSITIONS

Nominations and applications are invited for the following positions at Beaver College, a comprehensive institution of 2,000 undergraduate and graduate students in suburban Philadelphia. Beaver College has a strong commitment to diversity, and minority candidates are urged to apply.

Unless otherwise noted, candidates should have the doctorate or be ABD, appointments will be at the assistant professor level, beginning Fall 1992. College teaching experience is desirable. Salaries are competitive and depend upon education and experience.

Please send a better describing your interest in the position, a curriculum vitae and the names, addresses and phone numbers of three references to the appropriate contact person, Beaver College, Glenside, PA 19038. Review of applications will begin on the deadline dates specified below and will continue until the positions are filled.

Education: Early Childhood. Search reopened for tenure-track position as coordinator of early childhood programs. Responsibilities include teaching graduate and undergraduate early childhood and human development courses, student advising and other facets of program coordination. Contact: Dr. Jeffrey Shuttz, Chair, Education Department. Deadline: February 15.

Fine Arts: Illustrator/Artist. Anticipated tenure-track position. Responsibilities include graphic and interior design, science illustration, and foundation program. MFA required. Fine Arts is among the College's largest undergraduate majors and is accredited by NASAD. Contact: Mr. Dennis Kuronen, Chair, Fine Arts Department. Deadline: February 28. History Modern European and Third World. Anticipated tenure-track position to teach survey since 1500 and upper-division courses. Secondary field in Third World area desired. Ph.D. and teaching experience required, publications preferred. Send application letter, curriculum vitae, and three letters of recommendation to Prof. Lloyd Abernethy, Chair, History Department.

Psychology: Social Psychology. Tenure-track position. Applicants should have interest and skill in engaging students in laboratory experience Contact: Dr. Barbara Nodine, Chair, Psychology Department. Deadline: February 1.

tion; institutional Administrative Practice:

Managerial Finance; and Quantitative Methods. Must have at least 3 year's teaching experience in subilio school and have at least 1 year's experience in evaluating strants. Must have an MS in Education. Must have proof of legal authority to work permanently in the United States. Send resumes to Illinois Department of Employment Security; 401 South State Street, 43 South; Chicago, Illinois 60680.

Review of applications will begin on January 31, 1992 and continue until the position in financially welcomed from minority persons, and Victorian State of Employment Security; 401 South State Street, 43 South; Chicago, Illinois 60680.

Review of applications in \$1,1992 and continue until the position in \$1,992 and continue until the position in \$1,992 and continue until the position in \$1,092 and continue until the position and the second of the properties of Charleston is seeking application of Charleston is seeking applications for the proof of the properties of Charleston is seeking application.

Educational Foundations: Assistant Professor. The School of Education at the College of Charleston is seeking applicants for a tenure-track position in foundations of education at the level of Assistant Professor to begin August. 1992. Qualifications include a declarate in Educational Foundations. Curriculum and lastruction, or a related area, and three years of rubble tchool teaching experience in elementary and/or secondary classrooms. The gosition involves teaching agreement equation courses. typen fank. Jenure track, starting full, 1992. All candidates must have completed the doctorate or provide assurance of completion prior to the appointment date of August 20, 1992. Applicants should be committed to the scholarly study of educational administration, particularly urban school administration. The person selected should be interested in teaching, inquiry, and service in one or more of the following areas: urban achool leadership/supervision, the organization of schools and school systems, professional staff development, sociology of education, educational policy analysis, transfer of theory into practice in the strong research skills in either quantitative and track of cover letter, vita, a sample of representative publications (if available), and names of three academic references with addresses and phone numbers to: Dr. Larry A. Braskamp, Dean, College of Education, University of Illinois at Chicago,







Del Mar College

Del Mar College is a two-year community college located in Corpus Christi, Texas. The college has 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs.

Corpus Christi is located on the Gulf of Mexico approximately 135 miles south of San Antonio, The Corpus Christi Bay Area has a diverse population of over 375,000. The population is largely

Del Mar College anticipates administrative, tenure track and/or teaching (ellowship vacancies in the following areas for Fall 1992-1993 (master's degree required.)

> Business Administration (12-9101F) Business Technology (12-9102F) Counseling (12-9103F) Dental Assisting (12-9104F) English (12-9105F) Electrical Engineering Technology (12-9106F) Geography (12-9107F) Law Enforcement (12-9108F) Mathematics (12-9109F) Nursing (RN) Associate Degree (12-9110F) Philosophy (12-9111F) Physics (12-9112F)

Salary: Faculty - \$26,825 - \$32,970 per 9 months. Fellow - \$23,878 per 9 months.

Deadline: February 4, 1992 at 5 p.m. Letter of interest, resume transcripts and other credentials must be submitted as a packet and must be received by deadline date.

Applicants must clearly specify position(s) of interest, including position number(s), and provide duplicate materials if applying for more than one position to the Office of Human Resources, Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, Texas 78404-3897; (512) 886-1134. Finalists will be required to complete employment application.

Del Mar College offers competitive salary commensurate with degree; liberal fringe benefits, including group health insurance plan (HMO or conventional); Social Security; life and long-term disability coverage; paid sick leave; 22 paid holidays; optional dental and vision care package; and retirement plans (state or optional).

Dei Mar College will be closed for the holidays from December 21, 1991 to January 5, 1992. Normal office hours will resume January 6, 1992. Office hours: Monday - Thursday: 7:30 a.m. - noon and 1 p.m. - 5 p.m. On Fridays: 7:30 a.m. - 12:30 p.m.

Del Mar College reserves the right to extend search or not offer position advertised.

Proof of work eligibility must be verified for successful

Equal Opportunity/Affirmative Action Employer Minorities, women, and handicapped individuals are encouraged to apply.



EDUCATIONAL LEADERSHIP Fall 1992

Full Professor of Educational Lesderzhip. The candidate must be able to demonstrate a strong commitment to the educational administration reform movement and to the development of a doctoral program focusing on the growing cultural diversity of central and south Texas. Responsibilities include serving on the divertoral development ream, supervising research, teaching, advising artiferia, sod assisting in the ongoing development of a strongly catabilished Master's Degree and Certificate programs in Educational Leadership. Required qualifications 'Doctorace from an accredited institution, a record of scholarship commensurate with appointment to Full Professor rank with tenure; successful university teaching experience; demonstrated ability to interact in a coulaborative analysis of scholarship commensurate to addressing the needs of a culturally diverse population; collaborative experience with public school directus. Send a letter of application senting interest in the position and a summary of how the required qualifications are need and understanding of the educational administration reform movement. Along with the letter, please include a viza, a list of five people who may be contacted as reference, and transcripts. Mail to: Chair, Educational Leadurahip Search Committee, Division of Education, The University of Texas at San Attonio, San Annonio, Texas 78249-0654. The deadline for submission of applications is March 1, 1992. The UTSA is an Affirmative Artion, Equal Opportunity employer. Women and minuscities are encouraged to apply.

Educational teadership: Assistant, Associate, or Professor, course track, position. Department of Educational Administration expects to indicate a dectoral program in 1992 and seeks an individual to teach and solves on M.Ed., CAS, and doctoral program, supervise distertations, be a productive scholar, and build collaborative relations with schools districts. Ministum qualificational doctoral degree in educational proparation for educational educational doctoral degree in educational relations with schools districts. Ministum qualifications, and control degree in education proparation for educational education proparation for educational education proparation for educational education program are relative and tocordary education, the arts, hashing excepting experience at the elementary or security potential, all individual programs on the doctoral programs on the doctoral programs on the control programs on the securitary prog teaching experience at the elementary or secondary level, perticipation in professional organizations. Dissertation direction experience, sursuals teaching experience and necond affecting external funding are desirable. Starting the August 16, 1952. Women and minorities are succuraged to aprily. Applications received by January 22, 1952, will receive full consideration although applications will be accepted until the position is filled, Seed nominables or letter of application, current vita, official transcripts, and three better of recommendation to Clarence E. Smith, Jr., Search, Chair, 122 Rennedy Building, UNC-Charlotte, Charlotte, North Carolina 28223. AAVEOB.

gram are team taught. All leadership degree programs emphs size communications, collaboration, ethics, a multidisciplinary approach to the study of leadership and educational organizations, field-based research and the internation of reactice and theory within a liberal arts tradition. The University seeks creative faculty members whose tracking and achoistorable will contribute to inacovative, yet practical approaches to improving education. Position Description teach courses in Ed.D., Ed.S., and M.A. programs according to expertise and interest; direct qualitative research for decloral discrizations and educational specialist projects in educational change; may supervise administrative interns in elementary and secondary schools: work collaboratively with faculty in program development. Samed declorate in appropriate liefe—educational administration, politosophy, literature, inistrary, cultural animopology, sociciony or policy selences—required; quo



EASTERN MONTANA COLLEGE Billings, Montana

FACULTY POSITIONS

SCHOOL OF BUSINESS & ECONOMICS {contingent upon funding}

FINANCE • INFORMATION SYSTEMS • MANAGEMENT • MARKETING

FINANCE: Basic Finance curriculum, insurance, and possibly Real Estate. Doctorate or final stages of dissertation and teaching experience required for tenure track.

INFORMATION SYSTEMS: (fixed term position) Database Management, Structured Business Programming, Decision Support Systems, C and Pascal, C++. Systems Analysis and Design, Telecommunications, and Networking, Doctorate or final stages of dissertation and teaching experience required. MANAGEMENT: General Management curriculum courses, Business Policy, and International Business. Doctorate or final stages of dissertation and teaching experience required for tenure track.

MARKETING: General Marketing curriculum courses, Sales, and Consumer Behavior. Doctorate or final stages of dissertation and teaching experience required for tenure track. APPLICATION: Send Letter of Application, Résumé, Transcripts, Three Letters of Reference, and Annotated Teaching Evaluations to:

Dr. Andre Corbeau, Dean School of Business & Economics Eastern Montana College 1500 North 30 Street Billings, MT 59101-0298 (406) 657-2295

Applications received by January 31, 1992, will be given preference review; however, applications will be accepted until positions are filled.

Esstern Montana College is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apply.



ASSISTANT PROFESSOR ASSOCIATE PROFESSOR PROFESSOR AND DIRECTOR

Possible positions as follows:

FASHION DESIGN PROGRAM: Teach basic and advanced courses in flat pattern and draping, senior design collection, related areas. Coordinate undergraduate program and annual fashion show. Professional experience in fashion industry preferred. MFA or equivalent re-

ENVIRONMENTAL DESIGN/INTERIORS PROGRAMS: Teach basic and advanced courses in all phases of interior design. Must have skills in curriculum planning and program development; strong professional design experience preferred; MFA or equivalent required.

Positions begin August 1992, eight and one half month appointments, renewable, tenure-track. Submit letter of application, résumé, statement of teaching philosophy, 10-20 slides of own and students' work names and addresses of at least three references, SASE for return of slides, by February 1, 1992, to: Sally Kinsey, Assoc. Professor, Saarch Committee Chair, Department of Environmental Arts, Consumer Studies and Retailing, 224 Slocum Hali, SYRACUSE UNIVER-SITY, Syracuse, NY 13244, AA/EOE.

cessful record as a principal or superintendont and graduate teaching experience
preferred. Please send letter of application,
curriculum vitae, three letters of reference
from professional colleagues and examples
of publications or research to: Search Conmittee. Graduate School of Education, Professional Psychology and Social Work,
University of St. Thomas, 2113 Summit
Avenue, Mail #5017, St. Paul, Minnesota
55105, Attontion: Dr. Karen M. Ristau,
Deadline; February 15, 1992, Minnesota
55107, Attontion: Dr. Karen M. Ristau,
Deadline; February 15, 1992, Minnesota
institution with an understraduate enroliment of over 5,000 and a graduate onroliment of over 5,000 and a graduate onroliment of over 5,000. There are 1,400 students earrolled in the Oraduate School of
Education, Professional Psychology and
Social Work, of whom 250 are students in
Educational Leadership and Administration programs. The University of St. Thomas is an equal opportunity, affirmative setion comployer.

interested in appointing an individual who will enhance our efforts to address ctimic and cultural diversity issues, as well as teaching an undergradular to build collaborative relationships with public achool agendes. All qualified individuals are encouraged to apply. Pull sime, tenure track appointment starting August 16, 1992. Review of applications will begin february 1, 1992. No applications will begin february 2, 1992. No applications will begin february 2, 1992. No applications will begin february 3, 1992. No applications will begin february 3, 1992. No applications will be accepted after July 15, 1992. Sond i tetter of application in gualifications for the position, vita, and at least three letters of reference to recommendation to: Proteasor Chartes A. Peck, Ph.D., Search Committee Chair, Department of Educational and Cognisions and at least three letters of reference to recommendation to: Proteasor Chartes A. Peck, Ph.D., Search Committee Chair, Department of Educational and Cognisions and at least three letters of reference to the position of applications. Proteasor Chartes A. Peck, Ph.D., Search Committee Chair, Department of Educational and Cognisions and the position in Sided. Send letter of applications will be an AAVED occupational and committee Chair, Department of Educations for a tenure track position in Sided. Send letter of reference to the position in Sided. Send letter of applications, vita, and at least three letters of reference to the position of applications. Protessor Chair School and the position in Sided. Send letter of applications will be position in Sided. Send letter of applications and at least three letters of reference to the position of applications of applications of applications of applications of the position in Sided. Send letter of reference to the position of applications of the position of

Educational Psychology: Educational Psychologist. The Department of Psychology and Counselor Education invites applications for a tenure-track position as Assistant Professor beginning August, 1992. Candidates ahould be able to teach a variety of undergraduate and graduate courses. Doctorate in educational psychology required, counseling and teaching experience desired, and a commitment to excellence in teaching. Send vites, three better of reference, and official graduate transcripts by March 1, 1992, to: W.C. Wilson, Department of Psychology and Counselor Education, Control Missouri State University Warrensburg, Missouri State University Warrensburg, Missouri State University Control Counsel Missouri State University Control Missouri Control

denta expolled in the Graduate School of Education, Professional Psychology and Social Work, of whom 250 are students in Educational Leadership and Administration programs. The University of 31. Thomas is an equal opportunity, affirmative action employer.

Educational Measurement/Research: Assistant professor with research operation in teacher education, and earned doctorate in educational psychology, educational measurement, teacher education or closely rolated area; and public school teaching experience with strengths in measurement. Education and earned doctorate in educational psychology, educational measurement, teacher education or closely rolated area; and public school teaching experience with strengths in measurement. Education and quantitative methods. Responsibilities include teaching at understandinal measurement communities, and interesting the part of the Department of Educational Psychology which is the professional massurement of Educational Psychology which is the professional progression of Educational Psychology which is the professional professional progression of Educational Psychology which is the professional prof

Educational Technology: C122-1122-91.
The Department of Education of Concordia
University invites applications for a tenuretrack position in Educational Technology
at the rank of Assistant Professor. Candi-

dates for the position are expected to have research and teaching experience in one or more of the following areas: computer-akied learning (ngluding intelligent tutoring systems, multi-media applications, etc.); distance education; human resources development; instructional design; educational media; and educational systems. A lotter of application, a curriculum vites and the names of three referees should be sent to: Dr. Robert M. Bernard, Department of Education, Concordia University, Mogresal, Quebec H3O 1M8, Canada. Desdillos March 15, 1992. Cooperdia University is committed to employment equity. All things being squal, women candidates will be awan preference. In accordance with

permanen residents of Canada.

Education/Educational Leadership: Chair, Department of Leadership and Secondary Education, Morehead State University invites amplications and nominations for a twelve month tenure-track position as Chair of the Department of Leadership and Secondary Education beginning July, 1992. The Department has 18 faculty positions. Responsibilities: Server as Chair of the Department which provides undergraduate and graduate instruction in the teacher education program and graduate degree/verification program and graduate degree/verification program in adult and higher education, educational leadership, suddence and counsiting and secondary education. Provides effective pinning, teadership and organizational skills to coordinate scheduling program review, faculty evaluation, and

program accreditation. Qualifications; Ductoral degree in one of the disciplines of the department. Previous experience in higher education, Distinguished record of teaching, scholarship and service. Submit letter of interest, curriculum vitae, and three letters of recommendation no jater than February 19, 1992, to: Office of Parsonnel Services, Astendon: Chair, I.S.E. Morebrad State University, Him 101. Morebrad, Kentucky 40351. MSU is an EEO/AA employer.

Washington—Branch Cumpites, Employment Opportunities. Founding Faculty:
The University of Washington announces the availability of six tenure track faculty positions in Education in its newly established Branch camputes—three costinons at the Bothell campus (15 miles northeast of Seattle) and three at the Tacoma campia. Ranks are dopondent upon qualification. The individuals sought will create and implement an innovative Master of Education program and will also teach in an interdisciplinary Liberal Arts program for upper-dividual undergraduates. The candidates about have interest and experies in one or more of the following areas: (1) Multicultural Education, Research and experies related to multi-chinci and multicultural school settings and/or educational policy to improve multicultural education. (2) The School and the Community, Research and experience in achoot change and the role of the family and community agentics.



Assistant or Associate Professor

The Computer Science Department seeks a full time tenure track faculty member at the Assistant or Associate Professor level. PhD in computer science or related field is preferred. The candidate will be expected to assist in ongoing curricular development and implementation of the Computer Information Systems major. Candidates must have a strong interest and experience in teaching undergraduates in a liberal arts college with strong professional programs. Evidence of love of ideas, creative and effective classroom teaching, and significant professional activities desirable. Position begins: Fall, 1992.

As one of the units of Regis University, the College is a Jesuit liberal arts institution located in Denver, Colorado. The College is dedicated to excellence in the lesuit educational tradition. We seek to examine freely and thoroughly the dominant values underlying society and major areas of knowledge so that our graduates might become articulate and persuasive leaders in the search for a more

Complete applications should include a letter of application, a current resume, and three letters of recommendation. Applications must be postmarked no later than February 7, 1992. Direct applications to: Dr. Diane Wagner, The Dean's Office, Regis University, 3333 Regis Boulevard, Denver, CO 80221.

Regis College encourages applications from qualified minority, women, and Jesuit candidates.EOE





SPELMAN COLLEGE **Tenure-Track Position**

SPELMAN COLLEGE invites applications for the tenure-track position listed below for the 1992-93 academic year beginning August, 1992. Founded in 1881, Spelman is a private four-year liberal arts college located in Atlanta, GA. The oldest predominantly black college for women in the United States, Spelman is a member of the Atlanta University Center.

SPELMAN COLLEGE scaks faculty dedicated to excellence in teaching. Competitive salaries and an excellent fringe benefits program are available.

MUSIC

Assistant Professor in Music History with a secondary area of specialization, preferably from one of the following areas: plano, theory. Responsibilities include teaching music history courses to the music major. Ph.D., successful teaching experience required; a demonstrated interest in research. Application deadline: January 31, 1992.

Send application, vita and three letters of recommendation to: Dr. Joyce F. Johnson, Chair, Music Department, Spelman College, Box 246, Atlanta, GA 30314.

SPELMAN COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.



BULLETIN BOARD: Positions available

Applications and nominations are invited for these entry-level Applications and normalized and investigation and control of the second positions available August, 1992. Applicants should have the appropriate terminal degree. Successful teaching and scholarly activity are highly desirable. Salary based on credentials. Women and minorities are encouraged to apply. Affirmative Action/Equal Opportunity Employer.

College of Business Administration

Accounting - Tax

Economics - International, Legal, Financial Management - Human Resources

College of Education and Behavioral

Sciences Psychology - Educational Psychology - School/Clinical Psychology

Teacher Education - Reading/Elementary Education Potter College of Arts, Humanities and Social Sciences

Modern Languages and Intercultural Studies

Spanish — emphasis on 19-20th century Peninsular literature; interest in multicultural & women's studies

Ogden College of Science, Technology and Inorganic Chemistry

Engineering Technology Geography and Geology industrial Technology

- Carlography/GIS - Architectural Drafting/Design and CAD Three positions available

- Mechanical Engineering

Send letter of application, resume, three letters of recommendation and transcripts to the attention of the appropriate search committee:

Office of Academic Affairs Western Kentucky University 1526 Russellville Road Bowling Green, KY 42101-3576

CHAIR DEPARTMENT OF EDUCATION

(Search Reopened)

Qualifications: An earned doctorate in field related to preparation of teachers or administrators; ability to provide academic leadership; evidence of scholarship, teaching effectiveness, and profossional involvement, strong interpersonal skills; understanding of the issues in teacher education reform; public school experience; ability to implement a 21st Century technology-based teacher education

Available August 1, 1992

The Department of Education is one of three in the College of Education and offers undergraduate programs in elementary and special education, as well as graduate programs in elementary, reading, curriculum and instruction, and administration and supervision. Enrollment in the state designated liberal arts institution is upproximately 7,000, with over 700 students majoring in education.

Former applicants need only request that files be reactivated. Screening of applicants will begin February 1 and continue until the position is filled. New applicants should submit letter of application, vita, three letters of reference to Dr. Stuart Bonnington, Chair, Search Committee, Box 4637, Austin Peay State University, Clarksville, Tennesses 37044

AN AA/EO EMPLOYER Applications from Women and Minorities Encouraged

ity to work collaboratively with faculty col-leagues. Experience in teaching andor in working with achood districts strongly gre-ferred for some positions. Responsibilities: Develop and teach courses in the Educa-tion program, develop and teach interdisci-plinary courses in the Liberal Studies pro-gram; advise master's students and super-vise student practica; maintain an active scholarly life, including research in areas of interest. Appointment: Positions become effective September 16, 1992. Salarios will be competitive, and commensurate with qualifexions and experience. Application Procedures: To apply, send a complete cur-riculum yitae, four letters of recommenda-tions, evidence of teaching effectiveness, and a sample ourline or sythats of a sup-fested course for Education. Please also achide a statement commenting on your compilment to multicultural education, in-terest and experience in interdisciplinary

Electrical Engineering: University of Minnesota, Minnesota, Minnesota, The Department of Electrical Engineering invites applications and somirations for a tenure specification and somirations for a tenure track or tenured position in Controls Systems. The duties of tenured and tenure aponament research program and teaching at both the undergraduate and graduate levels. The requirements of this position include an earned doctorate is an appropriate discipline at the time of the appointment and outstanding academic and research records. Rank and anlary will be commented to the selected candidate. Applications and anominations should be apol with a resume containing the names of three references

Utica College of Syracuse University UTICA

Applications are being accepted for the following full-time, tenure track positions to begin Fall Seniester 1002: mester 1902:

Speech Communication: Generalist to teach basic courses in Speech Communication, but with enough experience in Radio/TV to teach courses in that area and to oversee campus radio station and new TV club, Doctorate or ABD.

Spanish: Latin-Americanist to teach regular first-

COLLEGE

SYRACUSE
SYRACUSE
UNIVERSITY
Spanish Laun-Americanist to teach regular near and second-year courses, a course for neitive speakers, and language courses for specialized fields, e.g. health sciences, international business, and criminal justice. Doctorate or ABD. Mathematics: To teach courses at the undergraduate level. Demonstrated potential for excellence in teaching and expectation of research in speciality. Doctorate in math or math education required.

Construction Management: Expertise in materials/methods, specificu-tions, estimating, planning/scheduling, and computer applications. Degree in Const. Mgt., architecture, or civil engineering, plus work experience required. Advanced degree destrable. Applications are also being accepted for:

Director of the Library: Responsibilities include administrative control; budget preparation and control; planning; line work depending on experience. Qualifications: MLS required, additional graduate degrees preferred; 4 years' academic library administrative experience; ability to work with multiple constituencies. Sensitivity to multicultural issues on a culturally diverse campus.

To apply, send letter of application, vita, and the names of references to: Thomas G. Brown, Ph.D.
Vice Prosident and Dean of the College
Utica College of Syracuse University
1800 Burstone Road
Utica, New York 13502-4892

Searches will remain open until the positions are filled; early applications, however, are best assured of receiving full consideration.

Utica College is an Affirmative Action, Equal Opportunity Employer and specifically encourages women and minorities to apply.

HEBREW BIRMINGHAM-Columbia University, Department of Middle East Languages and Cultures announces a search for a lecturer in Hebrew. Candidate should be a Ph.D. or beworking toward a Ph.D., with experience in University teaching of Hebrew as a second language on all levels. Salary is competitive and depends on qualifications should be sent to: Professor George Saliba, Chairman, Department of Middle East Languages & Cultures, Columbia University, New York, NY 10027. Deadline to apply is: January 20, 1992. Columbia is an equal opportunity, Affirmative Action employer. SOUTHERN

ASSISTANT **PROFESSOR**

COLLEGE

Economics

Tenure-track position at the Assistant Professor level beginning August 1992. Ph.D. required, Primary teaching responsibilities include general aconomics, labor economics and capability in quantitative methods. Birmingham-Southern College, a four-year liberal arts college with a student populaa four-year liberal arts college with a student population of 1900 and 99 full-time teaching faculty, requires a strong commitment to excellence in teaching. Competitive salaries and liberal fringe-benefit package. To apply, send cy, official transcripts and three letters of recommendation by January 15, 1992, to Marjorle Gunter, Chair, Division of Economics and Business Administration, Birmingham-Southern College, P. O. Box A-23, Birmingham, Alabama 35254. Birmingham - Southern College is an equal opportunity

Disits Signal Processing, Image Processins and Electromamento Computations and UNIX Work Station. Provide technical support to marketing functions; maintain detailed understanding of all DTI microcomputer products to ensure sound baseline for all enhancement work to be performed and maintain working interface with DTI manufacturine organization to ensure adequate documentation support to product frammentering functions within the company; develop circult/computer board software requirements based on quantified product functional descriptions provided by marketing, customers. and other sources; develop multiple concepts to satisfy equipment requirements and conduct rede-offs which allow decisions that optimize overall commany position; personal configurations of the production of the production

Occupational Therapy Texas Woman's

University

School of

Two nine-month tenure-track faculty positions beginning Fall 1992. Master's degree required, earned doctorate presented miss be eligible for lecansure in Tacas. Send curriculum vites, official trauscripts and three letters of inference to Carol Freeman, School of Occupational Therapy, Tacas Women's University, P. O. Box 22718. Dentron, TX 76205-1718; 817/896-2802. Dentiton, TX 76205-1718; 817/896-2802. Dentiton Tacas and T

Elementary / Early Childhood Educations Tenure-eligible position as Assistant Pro-fessor/Instructor in Elementary Education. Elementary Generalist with required Early Childhood specialization to teach introduc-tory methods and advanced methods and



Billings, Montana

FACULTY POSITIONS

School of Education and Human Services

The School of Education and Human Services is a fully accredited NCATE program with a long tradition of innovative teacher and Human Services personnel preparation programs. The School has recently realitimed its commitment via the establishment of Professional Development Schools. Development Schools.

The School is seeking innovative and creative faculty for several positions commencing with Fall 1992 Semester. Positions are tenure track (contingent upon funding). All positions require an earned doctorate in related discipline, leaching experience, and a record of scholarly activity. Salary confingent upon rank and experience in accordance with the terms of the collective bargaining agreement. Please contact the EMC Human Resources Office (address and telephone number listed below) for detailed vacancy announcements which outline the job description and qualifications of each position.

One of the units of the Adortional Humanika System. Exchange Adortion. College has an

One of six units of the Montana University System, Eastern Montana College has an enrollment of approximately 3,600 students and offers comprehensive baccalausease programs and graduate programs in Education, Special Education and Rehabilitation Counseling, Located in Montana's largest city, the College attracts students from throughout a five-state region.

SCHOOL OF EDUCATION AND HUMAN SERVICES

AP/AOP—Educational Leadership Position, Search #92-1. Responsibilities include leaching undergraduate and graduate courses in educational leadership and general toundations, development of graduate programs in leadership, and supervising students in field-based settings.

DEPARTMENT OF CURRICULUM & INSTRUCTION

AP—Science Education, Search #92-2. Responsibilities include teaching undergraduate and graduate courses in science education and technology, supervising graducum students and student teachers, and participating in the l'infessional Development Schools.

DIPARTMENT OF SPECIAL EDUCATION AND READING AP/AOP--Special Education/Supervisor, Search #92-3 Responsibilities include reaching undergraduate and graduate courses in special education and supervising students in practicums and student reaching experiences.

INSTITUTE FOR HEALTH & HUMAN SERVICES

AP—Human Services, Scarch #92-4. Responsibilities including toeching undergraduate and graduate courses in health and human services and supervising students in field-tursed

AP—Human Services, Soarch #92-4. Responsibilities including toerning ungergraduate and graduate courses in health and human services and supervising students in field-based settings.

AP/AOP—Counselor Educator, Search #92-5. Responsibilities include teaching undergraduate and graduate courses in counselor education, supervising students in field-based settings, overseeing internships/clinics with primary responsibility for community counseling studings and the development of new courses to enhance the counseling programs.

AP/AOP—Rehabilitation Counseling, Search #92-6. Responsibilities include graduate and undergraduate teaching in rehabilitation counseling. Esperience in supported employment, vocational evaluation, substance abuse and assistive technology required.

Candidates must send a letter of application noting qualifications, curriculum vilae, the names and contact information of 5 references, graduate transcripts, and samples of professional writing.

Applications received by the deadline date of February 1, 1992 will be given preference review; however, applications will be accepted until the positions are filled. Chair, Search #. Human Resources/EEO-AA Office, Eastern Montana Collège, 1500 North 30th Street, Billings, Montana 59101-0298; (406) 657-2278.

EASTERN IS PROUD OF ITS COMMITMENT TO AFFIRMATIVE ACTION.
Applications from qualified women and minorities are encouraged.

CHAIRPERSON, Education Department

We are seeking a creative, energetic person who can build upon a growing and successful program and help articulate a vision of teacher education for the year 2000 and beyond. The University is prepared to provide the necessary support, including tenure-track lines, to achieve that goal. We are interested in the development of research-oriented graduate programs for beachers which value both qualitative methods and which shengthen links to the University's academic departments, particularly in science and mathematics. Through such programs we seek to enhance partmerships with schools. Candidates are expected to have a doctorate degree and an accomplished record of research, teaching, and leadership to merit appointment at the rank of full profesor.

The Department is dedicated to quality, innovative programs. Our under-graduate leacher certification requires an academic major, reflecting the Uni-versity's commitment to professional training within a liberal arts context. The graduate program (MA) includes concentrations in post-baccalaureste teacher certification, Bilingual/ESOL, instructional/Training Systems in School, Gov-arment and industry. We consider teacher preparation in a variety of settings and among a diversity of cultures to be an essential feature of our programs.

and among a diversity of cultures to be an essential feature of our programs. The University of Maryland Baltimore County (UMBC) is located in the Baltimore-Washington Corridor. Its raission is to serve the greater Baltimore region. The Graduate School offers 38 doctoral and 49 master's degrees, including a growing number of bi-campus and multi-campus programs.

UMBC is an equal opportunity employer. Minorities, women, and disabled are encouraged to apply. Applications received by Fabruary I will be given full consideration. Send letter of interest, curriculum vites, and list of potential references to:

Search Committee for the Chair Department of Education University of Maryland Baltimore County 401 Wilkens Avenue, Baltimore, MD 21228

cation technology and supervising of education technology and supervising of practicum students will complete a twelve-hour semester. Doctorate preferred; ABD desirable; Master's required. Primary school teaching required. Beginning date: August 29, 1992. Send application, three letters of recommendation, authorized transcripts and placement files to Dr. Nanette Ethund. Head, Department of Education, Luther College, Decorati, lows 52101-1643; telephone 1197267-134; Fazz: 1197367-2138. Review of applications begins January 29, 1992, and continues until the position is filed. An AABEO employer.

Elementary Education: Assistant Professor. The Department of Elementary and Barry Childhood Succeion as the College of Charleston is seeking a position must be will-light to teach of each of the college applicants for one

Hementary Educations Assistant Professor. The Department of Elementary and Barly Childhood Education at the College of Charleston is sociole applicants for one tenure track positions in Elementary Education at the level of Assistant Professor to begin August, 1992. Qualifications include a doctorate in Elementary Education, Curriculum and Instruction or related field and three years of pathile school teaching experience in grades K through 5. Priority will be given to candidate who have expertise in science and/or mathematics. The position involves teaching elementary education involves teaching elementary education courses at the undergraduate and graduate levels, supervision of student teachers, research and publication, and service to the college, community, and profession.



School of Nursing

The University of Pennsylvania, School of Nursing invites applicants for positions on the standing faculty, tenure track or clinician educator. Among the areas possible are Community Health, Adult Health and Illness. Health Care of Women, Psychiatric Mental Health and Nursing of Children. A Master's degree in nursing and doctoral degree in nursing or a relevant discipline are required. The positions are currently available. Salary range will be commensurate with qualifications and experience. Interested persons should write immediately sending their curriculum vitae to:

> Claire Fagin, Ph.D., F.A.A.N. University of Pennsylvania School of Nursing 420 Guardian Drive Philadelphia, PA 19104-6096 An equal opportunity, affirmative action employer



The University of Georgia

Franklin College of Arts and Sciences Department of English

The Department of English of the Franklin College of Arts and Sciences, University of Georgia, is seeking to fill the position of Head of Department. Nominations of and applications from distinguished scholars of English or American literature or language are invited. The appointment will begin at a mutually agreed on date between July 1, 1992 and July 1, 1993. Candidates should possess those qualifications appropriate for appointment to a distinguished full professorship—significant and recognized accomplishments in teaching, research, and publication—as well as the ability to provide strong academic lendership for a large and rapidly developing Department of English. Deadline for nominations and applications is March 15, 1992. Nominations, applications, and inquiries should be addressed to:

Professor Lester D. Stephens, Chair Department Head Search Committee Department of English, Park Hall 254 University of Georgia Athens, Georgia 30002 (404) 542-1261

An Equal Opportunity, Affirmative Action Institution

Distinguished Visiting Professor **Washington and Jefferson College**

Washington and Jefferson College seeks a Distinguished Visiting Professor for Fall. 1992. The primary responsibility will be The Freshman Forum, a program of seminers, lectures, cultural and intellectual events, and academic advising that provides freshmen an intellectually challenging introduction to the liberal arts. The Oletinguished Visiting Professor will teach two seminer sections as well as contribute to The Forum through participation in such activities as lectures, debates, or panel discussions. In addition to The Freshmen Forum, the Distinguished Visiting Professor could teach an upper-level course in an appropriate academic discipline.

Selary to be commensurate with qualifications. Send application, nom-nation, or request for information to Dean Keren M. Bush, Search Coordinator, Washington and Jafferson College, Washington, PA, 15301. Applications should describe reasons for applying and include resume, names of three references, and documentation of teaching excellence at the undergraduate level. Closing data is January 31, 1992. AA/EOE.

Elementary Education/Social Studies: Ag-sistant/Associate Professor. Tenare track, Large Elementary and Early Childhood Education Department. Position begins September 1, 1992, pending funding, Re-



INDIANA UNIVERSITY— **BLOOMINGTON School of Education**

Early Childhood Education. Tenure-track assistant or associate profes-sor. Coordinate early childhood teacher education programs at undergraduate masters and doctoral level. Teach undergraduate and graduate courses, plan and supervise practica, advise students, direct research, and provide service to early childhood community. Pursue a research program and publish in recog-nized professional journals. Candidates must have earned doctorate in early childhood education and at least three years' experience in teaching nursery childhood education and at least three years' experience in teaching nursery school, kindergarten, and/or primary grades. Chair of Search Committee, Professor Lee Ehman.

Professor Lee Ehman.

Educational Psychology. Tenure-track assistant professor. Primary responsibility to teach at undergraduate level and to develop and coordinate innovative approaches to the psychological components of the teacher education program. Some graduate teaching as well. Candidates must have doctorate in educational psychology or related field and must demonstrate promise of excellence in teaching and research. Experience or interest in educational technology is desired but not required. Chair of Search Committee, Professor Jack A. Cummings.

Send amplication letter usta placement credentials, and writing samples to

Send application letter, vite, placement credentials, and writing samples to appropriate search committee chair at School of Education, Indiana University, Bloomington, IN 47405.

Screening will begin Fabruary 15 and continue until successful candidates are identified Starting date for positions, August, 1992.

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the College of Education is announced for academic year 1992-93 effective August 17, 1992.

year 1992-93 elective August 17, 1992.

Dept. of Curriculum and Instruction (Assistant Professor)

Requirements: Earned doctorate with emphases in elementary education and social/multi-cultural foundations. Three years' teaching in elementary/middle schools. College teaching and publications desirable. Responsibilities: Teach courses in social/multi-cultural and elementary education, supervise field experiences, and conduct and disseminato research in specialty.

Deadline: February 1, 1992. Submit materials to: Dr. Robert Alley

Completed applications include: 1) letter of interest which clearly establishes applicant's qualifications, 2) current curriculum vitae, 3) names, addresses and telephone numbors of three references. Applications from women and persons from minority groups are strongly encouraged.

College of Education, Campus Box 28
The Wichita State University
Wichita, Kansas 67208-1595

WSU is an Affirmative Action, Equal Opportunity Employer

Central Oregon Community College INSTRUCTOR OF **BUSINESS AND MANAGEMENT**

The College is seeking an exceptional classroom teacher to develop and teach courses in business with emphasis in management. QUALIFICA-TIONS: Master's in Business Administration or a related field is required. Doctorate or recent ABD is preferred. Requires two years of business management experience. Other qualifications or experience equivalent to those required will be considered. SALARY: \$37,800-\$34,100 (9-month. probationary, faculty appointment). Position will begin September, 1992. DEADLINE: February 17, 1992. For required application and further information, contact the Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend, OR 97701; (503) 385-5513. EEO/AA.

quired: ABD, Doctorale preferred; experispec in teaching at K-5 level. Screening besins January 20. Apply: Dr. Beth Anderson, Moorinead State University Moorhead, Minnesota 56563; (218) 236-2920.
MSU is an Equal Opportunity, Affirmative
Action Employer.

Engineering: Clark Community College.

Engineering Instructor. Pull-time tenure

Engineering: Associate Chairperson, Department of Electrical and Computer Engineering. Florida International University, A State University of Florida at Matmi, Nominations and applications are invited for the 12-month/year position of Associate Chairperson (Associate/Professor rank) of the Department of Electrical and Computer Engineering in the Jerman of Electrical and Computer engineering. In department of Electrical and Electrical and Gomputer Engineering in the College and offers B.S. (accredited), M.S., and Fh.D. degrees in electrical and computer engineering. Quali-

Engineering: Clark Community College. Engineering Instructor. Pull-lime, tenure track teaching position. M.S. preferred plus recent work experience in engineering. May teach graphics and CAD, manufacturing processes, applied math, and engineering. Saigry \$25,000.32,900. Application. The position will be available starting Augustus processes, applied math, and engineering. Saigry \$25,000.32,900. Application materials may be obtained from Clark College. Persoonel \$25,000.32,900. Application materials may be obtained from Clark College. Persoonel \$290. Application and the references (names) to: Dr. Wannington 96605; (206) 699-0105. Closing date: Pebruary 28, 1992. Clark College is an equal opportunity employer and places purticular emphasis on achieving affirmative section hiring soats. Protected group members are strongly encouraged to apply.

Engineering: Associate Chairperson, Department of Electrical and Computer Ragineering. Florida international University, Manufacturing and applications are invited for the 12-monity-year position of Associate Chairperson (Associate Chairperson and is an Equal Opportunity, Equal Chair and Industrial Engineering Asimilatization: Associate Chairperson (Associate Chairperson and Isantintion.)

Engineering / Administration: Associate Chairperson (Associate Chairperson and Associate Chairperson (Associate Ch Engineering / Administration: Associate Dean for Research, Florida International University, College of Engineering and Design, Applications and postinations are invited for this senior position, which reports directly to the Dean of the College of Regineering and Design. Major dutles of the Associate Dean for Research will include describe the Research will include describe the Associate Dean for Research will include describe the Research Re

velopment of liaisons with Federal. State and local goverament agencies and private industry, coordination of major interductionary research intrative through support of emerging and ensiting research strengths and matching of faculty capabilities with research apportunities, promotion of Colege research activities and acamplish mappis, training of faculty in grantsmarship and contract administration, and figured with the University Administration, and figured with the University Administration, and figured functional for indeed research. Conductes for the position should have: an idea occorded in angineering or compatible experience; extensive experience in performing contract research; proven capabilities in management and positional structure and research leadership; a distinguished record of scholarship compatible with the rank of Research Professor in one of the college is of contractive compatible with the rank of Research Professor in one of the college is of contractive and research leadership; a distinguished record of scholarship compatible with the rank of Research Professor in one of the college is only of the College is observed and research leadership; a distinguished record of scholarship compatible with the rank of Research Professor in one of the college is only of the college is observed in the College include Control of the

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA

College of Education

Department of **Curriculum and Instruction** P. O. Box 42051

Lafayette, Louisiana 70504

Tenure Track Positions for August 1992

Assistant Professor in Reading, Responsibilities include teaching indergraduate courses in secondary and elementary reading. Additional responsibilities could include secondary methods. Secondary teaching experience required. Contact person: Dr. Elizabeth Webre, Chair of the Search Committee.

Assistant Professor (anticipated) in Educational Technology, Responsibility for research and leaching courses in the application of high technology to instruction including computers-in-education, multi-media, and linter-active video. Secondary responsibilities may include elementary mathematics methods. Public school teaching experience prefeable. Contact person: Dr. Mary Jane Ford, Chair of the Search Committee. Qualifications and Procedures

Candidates must hold, or will hold by August, the Ed.D. or Ph.D. from an institution which is accredited by the regional association and, in the case of the reading position, the National Council Accrediting Teach-

2) Candidates must have teaching experience

3) Publication and/or presentation and/or grant writing a plus. 4) Letter of interest, transcripts, vita, and three letters of reference must be sent to the appropriate contact person by February 28, 1992. University and Area

The University of Southwestern Louisiana is a sentor institution located in Southern Louisiana. The University has 16,000 students in eight colleges and offers degrees through the doctorate. The University enjoys a location having a favorable climate and cost of living

BRIGHAM YOUNG UNIVERSITY

Assistant or Associate Professor Position:

College of Education

Department of Educational Leadership

Brigham Young University is a private institution owned and operated by the Church of Jesus Christ of Latter Day Saints. Located in Provo, Utah, the university has a day enrollment of 27,000 students.

The position requires academic preparation and esperience in philosophy and history of education, also organizational elevitor and administrative theory and practice. A doctorate is required. Requires teaching graduate courses, to ulty research, publication and supervision of graduate theses.

Position available either June or August of 1993.

Salary and benefits commensurate with qualifications and experience. Application deadline February to, 1992 Submit a letter of application and current vita to: F. Del Wasalen, Chale Search Committee, 310 MCKB, Brigham Young University, Provo, UE 81612

BYU, are equal opportunity, altirmative action employer, is sponsored by the LDS Church and requires observance of Church standards. Peder-ence is given to LDS applicants.

પ્રાથમિક સ્ટારિક સામાના માત્રા માટે કે માટે ક

DEPARTMENT HEAD

CHEMISTRY & BIOCHEMISTRY

Montana State University sceks monimations and applications for Department Head of Chemistry and Binchemistry. Requirements are a Ph.D. in Chemistry, Biochemistry, or related field, an established and respected teaching record, evidence of a highly regarded research program, and proven administrative, communication, and leadership skills. The Department Head is expected to promote excellence in teaching, research, and service; stimulate enhancement of undergraduate teaching, research, and service; stimulate enhancement of undergraduate teaching, continue a vigorous research program, and perturn limited teaching. Screening will begin February 17, 1992, and commune until the position is filled. Send letter describing how applicant's experience qualifies him/her for the position, résumé, and names, addresses, and telephone numbers of five professional references to Prof. Edward A. Dratz, Chair, Department Head Search Committee, Department of Chemistry and Biochemistry, Montana State University, Bozeman, MT 39717. MSD provides employment preference for eligible veterans (contact HR/AA, 210-C MH, MSU). AA/EO employer.

RULLETIN BOARD: Positions available

Indiana University-Purdue University at Fort Wayne (IPFW) TENURE-TRACK FACULTY POSITIONS

IPFW invites applications and nominations for tenure-track positions available August 1992. Most positions are at the rank of assistant professor. Responsibilities include teaching approximately nine hours per semester with a litree-hour release for research. Ph.D. or appropriate terminal degree and evidence of teaching and scholarship required. Minorily applications encouraged. For a full description of the position and expectations, write or call: Dr. Van Coufoudakis, Associate Vice Chancellor for Academic Affairs, Indiana University-Purdue University at Fort Wayne, Fort Wayne, IN 46805-1499. Phone: (219) 481-6374.

Those interested should send a current résumé and the names, addresses, and telephone numbers of three

Business Policy and Organizational Behavior Criminal Justice
Early Childhood Education
Elementary Education
Foundation Drawing
Health Policy and Public Administration
(Asst. or Assoc. Professor)
Human Resource Development
Industrial Engineering Technology
(Asst. or Assoc. Professor)
Interior Design
Nursing (Ph.D.)
Restaurant-Hotel Management
Supervisory Management

UNIVERSITY of LOUISVILLE

School of Education

The University of Louisville, a comprehensive public institution with an urban mission, has a total enrollment of 13,421. The School of Education, a charter member of The Holmes Group, employs 79 tull-time faculty in eight departments and currently enrolls 831 undergraduate and 1,336 undergraduate students in 34 specialized degree programs from baccalaureate through doctorate.

We invite applications for the following tenure-track positions from individuals who currently hold a declorate or have substantially completed dissertation requirements. Candidates must demonstrate a strong record of or potential tor scholarly productivity and research, in addition to the common expectation of occilient teaching ability, student advisement, and service to the School, University, and community. Salarles are competitive, based on qualifications and experience. Starting date for all positions is August 1992. Appointments are contingent upon tinal budget

HIGHER EDUCATIONAL ADMINISTRATION—Associate or Full Professor
Responsibilities include graduate teaching, advisement, directing doctoral dissertations, participation on master's and doctoral committees. Requires doctorate in postsecondary administrative experience in postsecondary education also required, as is eligibility for graduate faculty status, experience in directing doctoral dissertations, and a demonstrated record in research, publication, and grant writing.

COLLEGE STUDENT PERSONNEL—Assistant Professor
Responsibilities include teaching and advising at the graduate level and supervising graduate student research.
Minimum qualifications include doctorate with emphasis in College Student Personnel administration as well as demonstrated experience in the area of College Student Personnel. Prefer education and/or experience in one of the following areas: program development and evaluation, adult development, history of student personnel administration, legal issues.

EARLY CHILDHOOD EDUCATION—Assistant Professor
Will collaborate with other professionals to restructure teacher certification programs; develop and teach undergradulate and graduate courses; supervise students in field placements, engage in research and grant writing, and work with agencies serving young children and school system educators. Minimum qualifications include doctorate with concentration in child development birth to 8 years and 3 years' successful teaching with children ages birth to 8 years.

Applications must be received by February 1, 1992 to ensure full consideration. Furnal review of candidates will continue until suitable candidates are found. Send letter of application, vita, transcripts (unofficial acceptable for screening), and three current letters of recommendation to: Deborah B. Hawley. School of Education. University of Louisville. Louisville. KY 40292; (502) 588-6411; FAX (502) 588-0726.

UrfL is an AA/EEO employee actively seeking minority and women conditiones.



NURSING **ASSISTANT** PROFESSORS (2)

Two 9-month tenure-track Assistant Professor positions, available September 1, 1992. The College of Nursing at the University of Delaware seeks a full-time faculty member for Medical/ Surgical Nursing and a full-time faculty member for Psychiatric Nursing to teach in an NLN accredited Bachelor of Science program. Must have experience in classroom and clinical teaching. Doctorate in Nursing or related field preferred. Master's in Nursing required. Persons selected will have student academic advisement responsibilities and will be expected to participate in department and college committee work, research and scholarly activity. Salary is dependent upon qualifications. Excellent benefits. Send curriculum vitae and the names and telephone numbers of three references to: Search Committee, College of Nursing, University of Delaware, Newark, DE 19716-3710. DEADLINE: February 25, 1992.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members

Faculty Position DEPARTMENT OF MOLECULAR PHYSIOLOGY & BIOPHYSICS VANDERBILT UNIVERSITY

Applications are invited for the position of INSTRUCTOR. The position involves graduate level teaching in the area of the molecular biology of callular control mechanisms asp. signal transduction. Candidates should possess a Ph.O. in Biochemistry or related field, and have research experience relevant to the teaching area. They will also be tad to develop a compatitive research program. Applicante should send a curriculum vitee and the names of three

John H. Exton, MO, Ph.D. Department of Molecules Observed f Molecular Physiology and Biophysics Room 8092 Light Hall

Vanderbilt University is an Equal Opportunity. Affirmative Action Employer

been ranked as one of the top 15 comprehensive universities in the Southern U.S.
The deadline for applications is Pebruary 13, 1992. Applicants are invited to forward a resume and a list of three references uspections of Chambraga and South Committee for Associate Dean for Research; College of Ragineering Technology. Chemical Engineering Technology is a two-year, ABET man, Search Committee for Associate Engineering Technology. Chemical Engineering Technology. Chemical Engineering Technology is a two-year, ABET man, Search Committee for Associate Engineering Technology. Chemical Engineering Technology is accepting applications. Chemical Engineering Technology is accepting applications of the Chambraga of the Search Chambraga of Technology. Chemical Engineering Technology is accepting applications. Chemical Engineering Technology is accepting applications of the Chambraga of Technology. Chemical Engineering Technology is accepting applications. Chemical Engineering Technology is accepting applications of the Chambraga of Technology. Chemical Engineering Technology is accepting applications of the Chambraga of the Cha

MARQUETTE UNIVERSITY Milwaukee, Wisconsin

College of Communication, Journalism & Performing Arrs tenure-track Assistant Professor positions starting Fall, 1992. Advertising/Public Relations: Teach in at least two of the following: advertising principles, advertising copywiting, advertising design, advertising campaigns, advertising and public relations management, writing for media

Journalism: Teach publication editing, design and graphics, visual com-munication. Computer proficient, Teaching opportunities also available in other courses such as photojournalism and magazine.

Qualifications: Ph.D. preferred, MA/MS considered. Significant releven professional experience required. Teaching experience helpful. Application: February 10, 1992 or until filled. Send cover letter, curriculum vitae, names and addresses of five references to: Ms. Debra Karpek, College of Communication, journalism and Performing Arts, Marquette University, Milwaukee, Wi 53233.

Marquette is a Catholic, Jesuit and urban university with AEJMC accredited Journalism and Public Relations programs and is an Equal Opportunity. Affirmative Action Employer.



LATIN AMERICAN HISTORY Hartwick College

Hartwick College, with funding for minority faculty recruitment, seeks candidates for a tenure-track position, which would begin in September 1992. Requirements include a commitment to undergraduate teaching and a willingness to serve as a role model for Latinof-Hispanic, African American, Caribbean, or Native American students. Ph.D. or evidence of imminent completion required. Collateral fields in African, African American, Caribbean or similar areas to complement a new Latin/American/Caribbean Studies minor. Rank negotiable. Send credentials to Leonard W. Pudelka, Chair, History Department, Hartwick College, Oneonta, New York 13820 by January 31, 1992. An Equal Opportunity Employer.

couraged to apply.

English: Tenure-track, full-time English persistion. Technical writing, composition literature, humanities. Beginning fall 1992. Ph.D. or ABD. Prefer interests in class-room performance, (neterdisciplinary approaches, computer-applications, proposal developation, and national disciplinary perspective. Academic rank and salary commensurate with qualifications. Fublic eagineering/actence university located in the Black Hills near Wyoning. Sent returns, reference letters, and crodentials to Brack foor Morsan, Ph.D., Search Chair, Liberal Arts Department, South Dakota School of Mines and Technology, Rapid City, South Dakota 57701. Degaline is January 15, 1992. EOE.

English: American Literature. Assistant track assistant professorable in American Literature.

English: American Literature. Assistant Professor, tenure-track, Fall, 1992. Ph.D. required. Teaching responsibilities include four course load per semester including two sections of freshman composition. Academic responsibilities also include advise.

nervan r. Porez, Chair, English Department, Ketchurn 326, State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, New York (4222-1093.

English: American Literature Position-Florida Athanio University, College of Lit-eral Arts, invites applications for a temure-track asistant professoration in American Literature. Concentration in American Re-naissance. This position begins Ausus, 1992 at the new upper-division College of Liberal Arts located at Frorida Atlantic's growing campus in Davie. Scholarly publi-

RAMAPO COLLEGE OF NEW JERSEY

Ramapo College, a four-year, barrier-free, undergraduate institution approximately 25 miles from New York City, is committed to global education for students and faculty, Ramapo College is an equal opportunity employer. Applications from minorities, women, disabled persons, and Vietnam-era veterans are established. pecially welcome.

#401 Assistant Professor of Accounting — Teach upper-level accounting courses as well as principles of accounting. Knowledge accounting courses as well as principles of accounting. Knowledge of microcomputer accounting systems, international accounting, advanced financial accounting, and auditing desirable. MBA/CPA required; ABD or Ph.D. preferred. Contact: Dr. Sebastian J. Raciti, Director, School of Administration and Business. Start:

#402 Assistant Professor of Economics - Teach economics in two or more of the following areas: environmental economics, development, trade and international finance. Emphasis or historical and institutional contexts of economic theories. ABD and teaching experience required. Contact: Dr. Henry J. Frundt, Director, School of Social Science and Human Services. Start:

We will start to review resumes as soon as possible. Give position number on envelope and letter. Send two(2) resumes and names of three (3) references to: Contact person listed for specific posi-

Ramapo College of New Jersey Dept. 10 505 Ramapo Valley Road

Mahwah, New Jersey 07430-1680

The College Of Choice For A Global Education RAMAPO COLLEGE OF MIN PRINT



University of Wisconsin-La Crosse

Teach Organizational Behavior and Competitive Management Systems. May teach selected courses from: Women in Management, international Business, Business Communication, Principles of Management, depending on department need and person's interests. Begin August 1992. Requires: Ph.D. or DBA in Organizational Behavior, Competitive Management, international Business or related. ABDs near completion considered. Teaching, research, and work experience in both international Business Management and Organizational Behavior highly desirable. Rank open. Competitive salary, excellent fringe benefits.

Send application letter, curriculum vitae, transcripts, evidence of teaching and tessanch effectiveness, three letters of recommendation to: Dr. William Ross, Department of Management, University of Wisconsin-La Crosse, La Crosse, Wisconsin 54601, phone (608) 785-8540. Refer to position #7202. AppReadions must be received by Feb. 15, 1992. Alphaetical list of nominees and applicants, without differentiation, may be released following the deadline. Women and minorities encouraged to apply. AA/EOE.

cation, teaching excellence, and outstanding service expected for academic advancement. Sulary and rank acquilable depending upon crotenitals. Deadins for application March 15, 1992. Seal letter of application, vita, transcripts, and three letters of reference to; Dr. John Childrey, Cheir, Search Copmittee, FAU Collego of Liberal Arts, 2012 Collego Arene, Davie. Florids 33314. Florids Atlantic University is an EROMA Employer.

English Ragitish Chair, Arplications are invited for the tenure-track position of Chair of the Division of Ragitsh at Emporia, Estate University, effective Intel 81, 1992 at a senior rapik. The division of inciden members of forest undergradinate degrees and master's degree. Candidate abouted have a Ph.D., a distinguished record of teaching



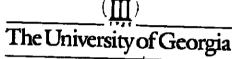
School of Nursing

The University of Pennsylvania, School of Nursing invites applicants for positions on the standing faculty, tenure track or clinician educator. Among the areas possible are Community Health, Adult Health and Illness, Health Care of Women, Psychiatric Mental Health and Nursing of Children. A Master's degree in nursing and doctoral degree in nursing or a relevant discipline are required. The positions are currently available. Salary range will be commensurate with qualifications and experience. Interested persons should write immediately sending their curriculum vitae to:

> Claire Fagin, Ph.D., F.A.A.N. University of Pennsylvania



School of Nursing 420 Guardian Drive Philadelphia, PA 19104-5096 An equal opportunity, aftermative action employer



Franklin College of Arts and Sciences Department of English

The Department of English of the Franklin Collogs of Arts and Sciences, University of Georgia, is seeking to fill the position of Head of Department. Nominations of and applications from distinguished scholars of English or American literature or language are invited. The appointment will begin at a mutually agreed on data between July 1, 1092 and July 1, 1993. Candidates should possess those qualifications appropriate for appointment to a distinguished full professorship—significant and recognized accomplishments in teaching, research, and publication—as well as the ability to provide strong academic leadership for a large and rapidly developing Department of English. Deadline for nominations and applications is March 15, 1992. Nominations, applications, and inquiries should be addressed to:

Professor Lester D. Stephens, Chair

Professor Lester D. Stephens, Chair Department Head Suarch Committee Department of English, Park Hall 254 University of Georgia Athens, Georgia 30002 (404) 542-1261

An Equal Opportunity, Affirmative Action Institution

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Distinguished Visiting Professor **Washington and Jefferson College**

Washington and Jefferson College saeks a Distinguished Visiting Professor for Fall, 1992. The primary responsibility will be The Freshman Forum, a program of seminars, lectures, cultural and intellectual events, and soedemic advising that provides freshmen an intellectually challenging introduction to the fiberal exts. The Distinguished Visiting Professor will teach two seminar sections as well as contribute to The Forum through perticipation in such activities as lactures, debates, or panel discussions. In addition to The Freshman Forum, the Distinguished Visiting Professor could teach an upper-level course in an appropriate scademic disciplina.

Salary to be commensurate with qualifications. Send application, nomination, or request for information to Dean Keren M. Bush, Search Coordinator, Weshington and Jefferson College, Washington, PA, 15301. Applications should describe reasons for applying and include resume, names of three references, and documentation of teaching excellence at the undergraduate level. Closing data is January 31, 1992, AA/EOE.

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Elementary Educations Two tenure-track positions available beginning March 10, June 13 or Soptember 9, 1922. Responsibilities include supervision of student teachers; teaching undergraduate elementary methods (aocial studies, pro-kindenaries, seleptee, or mathematics); teaching undergraduate and grandant students; participating active by in field experience; suivaing undergraduate and grandant students; participating active by in field experience; research, service and scholarly scitvity; and incorporating multicultural perspective into courses, service and scholarly scitvity; and incorporating multicultural perspective, into course, service and scholarly scitvity; and incorporating multicultural perspective, and acholarly scitvity; ability to work cooperatively with college teaching experience; background and interest in affectivation, education, Education Department; Position begins onted, kindergarten, special education, education, education, Education Department; Position begins conted, kindergarten, special education, education, education, education, education and experience, search service of profession and profession and continuous interest of profession and experience, search capture of profession, vita, transcripus, and tree decker. Clairperson, Curriculum and Instruction Department, Position Department, Position State Instruction Department, Position and profession and profession and experience, search capture of profession, vita, transcripus, and tree ducation, vita, transcripus, and profession and experience, search and profession and experience, search as and profession and experience, search and tree ducation, vita, transcripus, and profession and experience, search and tree ducation, vita, transcri



INDIANA UNIVERSITY— **BLOOMINGTON** School of Education

Early Childhood Education. Tenure-track assistant or associate professor. Coordinate early childhood teacher education programs at undergraduate masters and doctoral level. Teach undergraduate and graduate courses, plan and supervise practice, advise students, direct research, and provide service to early childhood community. Pursue a research program and publish in recognized professional journals. Candidates must have earned doctorate in early childhood education and at least three years' experience in teaching nursery school, kindergatten, and/or primary grades. Chair of Search Committee, Professor Lee Edman.

Educational Psychology. Tenure-track assistant professor. Primary responsibility to teach at undergraduate level and to develop and coordinate innovative approaches to the psychological components of the teacher education program. Some graduate teaching as well. Candidates must have doctorale in educational psychology or related field and must demonstrate promise of excellence in teaching and research. Experience or interest in educational technology is desired but not required. Chair of Search Committee, Professor Jack A. Cummings

Send application letter, vita, placement credentials, and writing samples to appropriate search committee chair at School of Education, Indiana University, Bioomington, IN 47405.

Screening will begin February 15 and continue until successful candidates are identified. Starting date for positions, August, 1992.

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY,



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the College of Education is announced for academic year 1992-93 effective August 17, 1992. year 1992-93 effective August 17, 1992.

Dept. of Curriculum and Instruction (Assistant Professor)
Requirements: Earned doctorate with emphases in elementary education and social/multi-cultural four-lations. Three years' teaching in elementary/middle schools. College teaching and publications destrable. Responsibilities: Teach courses in social/multi-cultural and elementary education, supervise field experiences, and conduct and disseminate research in specialty.

Deadline: February 1, 1992. Submit materials to: Dr. Robert Alley

Completed applications include: 1) letter of interest which clearly establishes applicant's qualifications, 2) current curriculum vitae, 3) names, addresses and telephone numbers of three references. Applications from women and persons from minority groups are strongly encouraged.

College of Education, Campus Box 28 The Wichita State University Wichita, Kansas 67208-1595

WSU is an Affirmative Action, Equal Opportunity Employer

Central Oregon Community College

INSTRUCTOR OF **BUSINESS AND MANAGEMENT**

The College is seeking an exceptional classroom teacher to develop and teach courses in business with emphasis in management. QUALIFICA-TIONS: Master's in Business Administration or a related field is required; Doctorate or recent ABD is preferred. Requires two years of business management experience. Other qualifications or experience equivalent to those required will be considered. SALARY: \$27,800-\$34,100 (9-month, probationary, faculty appointment). Position will begin September, 1992. DEADLINE: February 17, 1992. For required application and further information, contact the Human Resources Office, CBNTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend, OR 97701; (503) 385-5513. EEO/AA.

ANDRILLA BRITANTE DE REPRETENTE DE LA CONTRETENTA DE REPRETENTA DE LA CONTRETENTA DE LA CONTRETA DE LA CONTRET

quired: ABD, Doctorate preferred; experience in teaching at K-6 level. Screpning beams January 20. Apply: Dr. Beth Anderson, Moorhead State University, Moorhead, Minocsota 56563; (218) 236-2920. MSU Is an Equal Opportunity, Affirmative Action Employer.

deations; Barnod doctorate with a strong record of funded research, preferably from government agencies, desire to direct and assist faculty in obtaining funded research and experience in computer related areas. Also assist Chairperson in day-to-day departmental administration activities. Rank and sales are commensurate with qualifications and experience. Applications and Dates: All applications received prior to January 23, 1952, will receive full consideration. The position will be available starting August, 1952. U.S. (ilizens or lawfully authorized alien workers aboutd sond a letter addressing the qualifications about a resume, and three references (names) for the sume, and three references (names) for the sume of Rectrical and Computer Bandoerins, Florida International University. Miani, Florida International Provides 13199. Florida International Prov termaloral University, Miami, Florida instrain Juniversity, Miami, Florida
sitate university incared in two suburban arcas in Miami with over 24,000 students, of
which 1,800 upper division and areaduste
students are enrolled in the Colless of Engineering. The School of Engineering has
four departments: Electrical and Communer, Civil, Mechanical and industrial Engineering and is an Equal Opportunity. Equal
Access Employer and Institution.

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA College of Education

Department of Curriculum and Instruction P. O. Box 42051

Lafayette, Louisiana 70504

Tenure Track Positions for August 1992

Assistant Professor in Reading. Responsibilities include teaching undergraduate courses in secondary and elementary reading. Additional responsibilities could include secondary methods. Secondary teaching experience required. Contact person: Dr. Elizabeth Webre, Chair of the Search Committee.

Assistant Professor (anticipated) in Educational Technology, Responsibility for research and teaching courses in the application of high technology to instruction including computers-in-education, multi-media, and linter-active video. Secondary responsibilities may include elementary mathematics methods. Public school teaching experience preferable. Contact person: Dr. Mary Jane Ford, Chair of the Search Committee. Qualifications and Procedures

1) Candidates must hold, or will hold by August, the Ed.D. or Ph.D. from an institution which is accredited by the regional association and, in the case of the reading position, the National Council Accrediting Teach-

2) Candidates must have teaching experience.

3) Publication and/or presentation and/or grant writing a plus. 4) Letter of interest, transcripts, vita, and three letters of reference must be sent to the appropriate contact person by February 28, 1992. University and Arca

The University of Southwestern Louisiana is a senior institution located in Southern Louisiana. The University has 16,000 students in eight colleges and offers degrees through the doctorate. The University enjoys a location having a favorable climate and cost of living.

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BRIGHAM YOUNG UNIVERSITY

Assistant or Associate **Professor Position:** College of Education

Department of Educational Leadership

Brigham Young University is a private institution owned and operated by the Church of Jesus Christ of Latter Day Saints. Located in Provo, Utah, the university has a day enrollment of 27,000 students.

The position requires academic preparation and experience in philosophy and history of education, also organizational behavior and administrative theory and practice. A doctorate is required. Requires teaching graduate courses, faculty research, publication and supervision of graduate theses.

Position available either June or August of 1992. Salary and benefits commensurate with qualifications and experience. Application deadline February 15, 1992. Submit a letter of application and current vita to: F. Del Wasden, Chair Search Committee, 310 MCKB, Brigham Young University, Provu, UT 84602.

BYU, an equal opportunity, affirmative action employer, is sponsored by the LDS Church and requires observance of Church standards. Prefer-ence is given to LDS applicants.

DEPARTMENT HEAD

CHEMISTRY & BIOCHEMISTRY

Montana State University seeks nominations and applications for Department Head of Chemistry and Biochemistry. Requirements are a Ph.D. in Chemistry, Biochemistry, or related field, an established and respected teaching record, evidence of a highly regarded research program, and proven administrative, communication, and leadership skills. The Department Head is expected to promote excellence in teaching, research, and service; stimulate enhancement of undergraduate reaching and undergraduate research, continue a vigorous research program; and perfurn limited teaching. Screening will begin February 17, 1992, and continue until the position is filled. Send letter describing how applicant's experience qualifies him/her for the position, feaumé, and names, addresses, and telephone numbers of five professional references to: Prof. Edward A. Dratz, Chair, Department Head Search Committee, Department of Chemistry and Biochemistry, Montana State University, Bozeman, MT 59717. MSU provides employment preference for eligible veterans (contact HR/AA, 210-C MH, MSU).

velopment of liaisons with Federal, State tional Uni

tional University has 1500 undergraduate students nursuing degrees in one of four ABET-accredited programs. The four departments of the College include Civil and Environmental Engineering; Industrial Engineering; Electrical and Computer Engineering; and Mechanical Engineering. All offer programs of study and research leading to the degrees of Master of Science. The Electrical and Computer Engineering Department also offers the Doctor of Phinosophy degree. The College also includes School of Design with graduate programs in Landscape Architecture and Construction Management. Approximately 500 graduate students are working with 60 full-time faculty through funded research which exceeds 33 million annually and is growing teadily. The College of Engineering and Dosign at FIU graduates more Hispanic engineers than any other engineering school in the U.S. For the past four years, FIU has

Indiana University-Purdue University at Fort Wayne (IPFW) TENURE-TRACK FACULTY POSITIONS

IPTW invites applications and nominations for lenure-track positions available August 1992. Most positions are at the rank of assistant professor. Responsibilities include teaching approximately nine hours per semester with a three-hour release for research. Ph.D. or appropriate terminal degree and evidence of teaching and scholarship required. Minority applications encouraged. For a full description of the position and expectations, write or call: Dr. Van Coufoudakis, Associate Vice Chancellor for Academic Affairs, Indiana University-Purdue University at Fort Wayne, Fort Wayne, IN 46805-1499. Phone: (219) 481-6374.

Those interested should send a current résumé and the names, addresses, and telephone numbers of three

Business Policy and Organizational Behavior Criminal Justice Early Childhood Education Early Childhood Education
Elementary Education
Poundation Drawing
Health Policy and Public Administration
(Asst. or Assoc. Professor)
Human Resource Development
Industrial Engineering Technology
(Asst. or Assoc. Professor) Interior Design Nursing (Ph.D.)

UNIVERSITY of LOUISVILLE

School of Education

The University of Louisvalle, a comprehensive public institution with an urban mission, has a total enrollment of 23,421. The School of Education, a charter member of The Holines Group, employs 79 full-time faculty in eight departments and currently enrolls 831 undergraduate and 1,336 undergraduate students in 34 specialized degree programs from baccalaureate through doctorate.

We invite applications for the following tenure-track positions from individuals who currently hold a distorate or have substantially completed dissortation requirements. Candidates must demonstrate a strong record of or potential for scholarly productivity and research, in addition to the common expectation of excellent teaching ability, student advisement, and service to the School, University, and community, Salaries are competitive, based on qualifications and experience. Starting date for all positions is August 1992. Appointments are contingent upon final budget

approval.

HIGHER EDUCATIONAL ADMINISTRATION—Associate or full Professor
Responsibilities include graduate teaching, advisement, directing doctoral dissertations, participation on master's and
doctoral committees. Requires doctorate in postsecondary administration or related field. Teaching and administrative
experience in postsecondary education also required, as is eligibility for graduate faculty status, experience in directing
doctoral dissertations, and a demonstrated record in research, publication, and grant writing.

COLLEGE STUDENT PERSONNEL—Assistant Professor Responsibilities include teaching and advising at the graduate level and supervising graduate student research. Minimum qualifications include ductorate with emphasis in College Student Personnel administration as well as demonstrated experience in the area of College Student Personnel. Prefer education and/or experience in one of the following areas: program development and evaluation, adult development, history of student personnel administration, legal issues.

EARLY CHILDHOOD EDUCATION—Assistant Professor
Will collaborate with other professionals to restructure teacher certification programs; develop and teach undergraduate and graduate courses; supervise students in field placements; engage in research and grant writing; and work with agencies serving young children and school system educators. Minimum qualifications include doctorate with concentration in child development birth in 8 years and 3 years' successful teaching with children ages birth to 8 years.

Applications must be received by February 1, 1992 to ensure full consideration. Formal review of candidates will continue until autable candidates are found. Send letter of application, vita, transcripts (unwficial acceptable for screening), and three current letters of recummendation to: Deborah B. Hawley, School of Education, University of Louisville, Louisville, KY 40292; (502) 588-6411; FAX (502) 588-0726.

UofL is an AAIEEO employer actively seeking minurity and women candidates.



NURSING ASSISTANT PROFESSORS (2)

Two 9-month tenure-track Assistant Professor positions, available September 1, 1992. The College of Nursing at the University of Delaware seeks a full-time faculty member for Medical/ Surgical Nursing and a full-time faculty member for Psychiatric Nursing to teach In an NLN accredited Bachelor of Science program. Must have experience in classroom and clinical teaching. Doctorate In Nursing or related field preferred, Master's in Nursing required. Persons selected will have student academic advisement responsibilities and will be expected to participate in department and college committee work, research and scholarly activity. Salary is dependent upon qualifications. Excellent benefits. Send curriculum vitae and the names and telephone numbers of three references to: Search Committee, College of Nursing, University of Delaware, Newark, DE 19716-3710. DEADLINE: February 25, 1992.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members

Faculty Position

DEPARTMENT OF MOLECULAR PHYSIOLOGY & BIOPHYSICS **VANDERBILT UNIVERSITY**

ations are invited for the position of INSTRUCTOR. The position Involves graduate level teaching in the area of the molecular biology of cellular control machanisms esp. signal transduction. Candidates should possess a Ph.D. in Blochemistry or related field, and have research experience relevent to the teaching area. They will also be expected to develop a competitive research program. Plicents should send a curriculum vites and the names of three Brences by February 29, 1892 to:

John H. Exton, MD, Ph.D.

Oepartment of Molecular Physiology and Biophysics
Room 8092 Light Hell
Vanderhill Influencies

Vanderbit University is an Equal Opportunity, Affirmative Action Employer

Engineering/Chemistry: Assistant Profes-sor. Kansas State University-Salina, Col-lege of Technology is accepting applica-tions for Assistant Professor of Chemical Engineering Technology. Chemical Engi-neering Technology is a two-year, ABET accredited program. BS Degree in Chemi-cal Engineering or closely related field, MS preferred. Applicant should have previous successful experiences in the industrial and teaching field. Starting Date: August 18, 1992. Competitive salary with excellent

MARQUETTE UNIVERSITY Milwaukee, Wisconsin

College of Communication, Journalism & Performing Arts tenure-track Assistant Professor positions starting Fall, 1992. Advertising/Public Relations: Teach in at least two of the following: advertising principles, advertising copywriting, advertising design, advertising campaigns, advertising and public relations management, writing for

Journalism: Teach publication editing, design and graphics, visual com-munication. Computer proficient. Teaching opportunities also available in other courses such as photojournalism and magazine.

Qualifications: Ph.D. preferred. MA/MS considered. Significant relevant professional experience required. Teaching experience helpful. Application: February 10, 1992 or until filled. Send cover letter, curriculum vitae, names and addresses of five references to: Ms. Debra Karpek, College of Communication, journalism and Performing Arts, Marquette University, Milwaukee, Wi 53233.

Marquette is a Catholic, Jesuit and urban university with AEJMC accredited Journalism and Public Relations programs and is an Equal Opportunity, Affirmative Action Employer.



LATIN AMERICAN HISTORY Hartwick College

Hartwick College, with funding for minority faculty recruitment, seaks candidates for a tenure-track position, which would begin in September 1992. Requirements include a commitment to undergraduate teaching and a willingness to serve as a role model for Latino/Hispanic, African American, Caribbean, or Native American, students. Ph.D. or evidence of imminent completion required. Collateral fields in African, African American, Caribbean or similar areas to complement a new Latin/American/Caribbean Studies minor. Rank negotiable. Send credentials to Leonard W. Pudelka, Chair, History Department, Hartwick College, Oneonta, New York 13820 by January 31, 1992. An Equal Opportunity Employer.

benefits package, Application Deadline: February 15, 1992. Please send cover letter, transcript, résumé and ilst of five oducational experience references to: Dr. Loren Ribiett, Kansas State University-Salina, College of Technology, 420 Scanlan Avenne, Salina, Kansas 67401. KSU-Salina, College of Technology is an Equal Opportunity Employer. Minorities, women and other protected group mambers are encouraged to apply.

English: Tenure-track, full-time English po-sition. Technical writing, composition, lit-erature, humanities. Beginning full 1992. Ph.D. or ABD. Prefer interests in class-Ph.D. or ABD. Prefer interests in class-ary Victorian and Communical Re-Ph.D. or ABD. Prefer interests in classroom performance, interdiscipinary spproaches, computer-applications, proposat
development, and pational disciplinary perspective. Academic rank and salary commensurate with qualifications. Public engineering/science university located in the
Black Hills near Wyoming. Send résumé,
reference leitene, and crodeninis to Bradford Morgan, Ph.D., Search Chair, Liberal
Arts Department, South Dakots School of
Mines and Technology, Rapid City, South
Dakota 57701. Deadline in January 15,
1992. EOB.

and Victoriani) and freshman writing. Ex-pertise in rhetoric and upper-level writing dezirable. 3 courses/semester. Salary be-gins at \$29,709. Deadloe: I February 1992. Send letter, vita, dossier and self-ad-dressed stamped postcard to Joseph Musser, Chair, Department of English, Ohio Wesleyan University, Delaware, Ohio 43015. Wames and minorities encour-aged to apply. EOE/AA.

RAMAPO COLLEGE OF NEW JERSEY

Ramapo College, a four-year, barrier-free, undergraduate institu-tion approximately 25 miles from New York City, is committed to global education for students and faculty. Ramapo College is an equal opportunity employer. Applications from minorities, women, disabled persons, and Vietnam-era veterans are es-

#401 Assistant Professor of Accounting — Teach upper-level accounting courses as well as principles of accounting. Knowledge of microcomputer accounting systems, international accounting advanced financial accounting, and auditing desirable. MBA/CPA required; ABD or Ph.D. preferred. Contact: Dr. Sebastian J. Racili, Director, School of Administration and Business. Start:

#402 Assistant Professor of Economics — Teach economics in two or more of the following areas: environmental economics, development, trade and international finance. Emphasis on historical and institutional contexts of economic theories. ABD and teaching experience required. Contact: Dr. Henry J. Frundt, Director, School of Social Science and Human Services. Start:

We will start to review resumes as soon as possible. Give position number on envelope and letter. Send two (2) resumes and names of three (3) references to: Contact person listed for specific posi-

Ramapo College of New Jersey 505 Ramapo Valley Road Mahwah, New Jersey 07430-1680

The College Of Choice For A Global Education RAMAPO COLLEGE OF NAW PER TO SHAW PER TO SHAW



University of Wisconsin-La Crosse

Teach Organizational Behavior and Competitive Management Systems. May teach selected courses from Women in Management, international Business, Business Communication, Principles of Management, depending on department need and person's intercets. Begin August 1992. Requires: Ph.D. or DBA in Organizational Behavior, Competitive Management, international Business or related. ABDs near completion considered. Teaching, research, and work experience in both International Business Management and Organizational Behavior highly destrable. Renk open. Competitive salary, excellent frings benefits.

fings benefits.

Send application letter, curriculum vitae, transcripts, evidence of teaching and research effectiveness, three letters of recommendation to: Dr. William Ross, Department of Management, University of Wisconsin-La Crosse, La Crosse, Wisconsin 54601, phone (608) 785-8540. Refer to position #7202. Applications must be received by Feb. 15, 1992. Alphabetical let of nominees and applicants, without differentiation, may be released following the deadline. Women and minorities encouraged to apply. AA/EOE.

English: English Chair: Applications are invited for the tetura-track position of Chair of the Division of English at Emporia State University, effective June 18, 1992 at a serior rank. The division of mineteen members offers undergraduate degrees and a master's degree. Candidate should have a Ph.D., a divinguished record of teaching

and scholarship, appropriate administra-live experience, strong communication shills, and, moreover, should be advocated of the developments in the profession. Screening of applications will begin February 17, 1992 and continue until the position is filled. Send a letter of application, curriculum vitae, and three current letters of recommendation to Mel Storm, Chair, Search Committee, Division of English, Rapporta State University, Empores, Kensas 6891-3087. ESU is an Alfirentive Action, Equal Opportunity Employer, We encourage applications from members of protected classes.





ASSISTANT/ASSOCIATE PROFESSOR IN NUTRITION DEPARTMENT OF NUTRITION

The Pennsylvania State University

Nominations and applications are sought for a tenure-track position in Nutrition Education. We wish to attract an outstanding schular in the field of autrition education or diet intervention, dictary guidance, health promotion, food policy, or public health. Nominees and applicants must have a doctorate in nutrition or a related area.

The successful candidate for this faculty tenure-track position is expected to have a doctorate degree, a commitment to undergraduate and graduate teaching, and the ability to establish a research program with extramulate funding. Preference will be given to candidates with research interests that complement the multidisciplinary strengths of the Department, Penn State Nutrition Center, and the College of Health and Human Development. Preference will be given to candidates who have expertise in communication, education, multimedia teacher or learning technologies, psychology, public health, resting and evaluation, or other social sciences in addition to nutrition.

addition to nutrition.

There are 14 tenure-track faculty in the Nutrition Department with approximately 155 undergraduate nutrition majors and 60 graduate students. The Department has a national reputation for outstanding leadership in Iteaching and research and offers a broad range of nutrition expertise. The Department and the College of Health and Human Development prides itself on multidisciplinary research and cullaboration. A number of supportive research centers exist in the College, in addition, the Penn State Nutrition Center, a resource center and research laboratory for nutrition education within the Nutrition Department, is established as one of the most respected and prolific centers for nutrition education in the world.

Nominations or applications accumulately a curriculum vites and Nominations or applications accompanied by a curriculum vitae and tree professional references should be forwarded to:

Dr. Cheryl Achterberg Chair, Search Committee Department of Nutrition The Pennsylvania State University S-126 Henderson Building University Park, PA 16802

Screening of applications will begin 2/10/92 and will continue until the position is filled.

The Pennsylvania State University is an Affirmative Action, Equal Opportunity Employer Women and Minorities Are Encouraged to Apply

UNIVERSITY OF WISCONSIN-PARKSIDE

TWO ASSISTANT PROFESSORS: Biological Sciences.

The University of Wisconsin-Parkside Biological Sciences Department plans to add two tenure-track faculty positions for September 1992. These positions offer opportunities for individuals seeking a balance of research and teaching.

Applicants for these positions must have a Ph.D. and candidates with post-doctoral experience are preferred. The successful candidates will (1) have training and enthusiasm to organize and implement sophomore/junior level courses in some combination of the following fields: Invertebrate and Vertebrate Zoology, Ecology, and Evolution. At least one of the appointees will teach a course in Quantitative Biology; (2) establish an externally funded research program involving students and employing modern biological techniques. Appropriate specialty areas include, but are not limited to, immunobiology, neurobiology, developmental biology, parasitology and physiological, molecular or population ecology; (3) participate in some aspects of the Master's degree program.

cal, molecular or population ecology; (3) participate in some aspects of the Master's degree program.

The University of Wisconsin-Parkside, located in the Chicago-Milwaukee urban corridor, is a predominantly undergraduate institution. The 11-person biology department offers an excellent undergraduate program with options/concentration in General Biology, Pre-Health Sciences, and Molecular Biology and an MS program in Applied Molecular Biology with emphasis on Biotechnology. The department is well equipped for work at cell and molecular level. Applications, including a letter of interest, curriculum vitae, a list of graduate and undergraduate course work, a brief summary of teaching and research goals, representative publications and 3 letters of reference should be sent to the address given below by February 10, 1992. The Search Committee is interested in hearing from qualified women and members of minority groups. DR. S.P. DATTA, Chairperson, Biological Sciences Department, University of Wisconsin-Parkside, P.O. Box 2000, Kenosha, WI \$3141. Telephone: 414-595-2469/595-2327; Fax 595-2630.

The University of Wisconsin System is required to release, within two days of a request

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicative without differentiation. The University of Wisconsin-Parkside is an Equal Opponunity, Allimative Action Employer.

riagrous curriculum, quality instruction, and a student-centered philosophy; inter-rational and ESP experience preferred. Sand resums to INTERLINK/Search, Col-orado School of Mines, Colden, Colorado

Baglish as a Second Language: Penn State
University scatts applications for an openrank, tenure track position in the Departsent of Speech Communication for Fall
1992. Applicant must hold the Ph.D. degree
and be equipped to teach a variety of
courses in, but not restricted to, the MATESL Program, including second language
acquisition, intercalizate consumation,
applied linguistics, methodology, and
courses in the area of specialty. Expertise
to second language sequisition and/or computer-assisted language tearning/testing are

English as a Second Languager English Language Institute, The University of Alabama, Openings for All-lime, non-tenured ISL instructor positions beginning Autust, 1992. Qualifications: M.A. in TESOL and ESILEFL teaching experience. Salary: 519,000 (12 months), Deadling for a publication is Morch 1, 1992. Send letter of application is Morch 1, 1992. Send letter of application and returns to Search Committee, Basilish Language institute, Box 870230, Tiuscalaoos, Alabama 33487-6239; elephone 203-348-741; faz 203-348-745; faz 203-3

en and minoriues are encouraged to apply.

English as a Second Linguage/international
Student Affairs: Employer/Location: University of Arkansas at Little Rock, Little
Rock, Arkansas, Position, Director of Intensive Regists Language Program (BLP)
and international Student Affairs (OISA).

Duties: Provide administrative leadership
for all functions of the IELP and UISA including scadership preparation pressura,
evening program for local residents, oriestisation for international students and Studeet Support Services. Conduct six-level
acade into program of English singuage instruction for non-native appealers seeking
higher education, IELP responds to requests for special programs for sponsored
students and sagnings and spisite other
UALR units in BSL-rolated activities.

OISA works with the Office of Admissions.

School of Business Administration

MONMOUTH COLLEGE West Long Branch, NJ 07764

FACULTY OPENINGS

Monmouth College is an independent, non-sectarian, comprehensive 4-year and graduate institution. The College has 160 full-time faculty and more than 50 programs for 4,200 students at the undergraduate and graduate levels. Monmouth is located in the growing Central New Jersey coastal area within 1 hour of New York City and 2 hours of downtown

Finaleiphia.

School of Business Administration. The School of Business Administration is preparing for AACSB accreditation. The School has 32 full-time faculty in four departments: Accounting and Business Law, Economics and Finance, Management, and Marketing. A new Business School Building was opened in 1991. About 1/3 of the undergraduate student body is in the School of Business Administration, and the MBA program has over 600 part-time students. Good teaching is essential, developing and maintaining a record of scholarship is important. Our preference is to hire at the rank of assistant professor.

rank of assistant professor.

One Position in Accounting, Applicants are expected to have a Ph.D. or DBA with a major in accounting and to be a CPA. ABD status candidates will be considered for the rank of assistant professor. Higher ranks depend on teaching experience and a record of scholarship and good teaching.

One or Two Positions in Management, We seek faculty with teaching and research capabilities in (1) management information systems (MIS) and/or (2) quantitative methods in business. Applicants are expected to have a Ph.D. or DBA with a major in management. Ph.D.'s in closely related fields, e.g., operations research, industrial engineering, computer science will be considered if they publish in the field of management. ABD's in management will be considered for the rank of assistant professor. Higher ranks depend on a solid record of scholarship and teaching.

Send letter of application and vita to Dr. William Demosev. Dean, by

Send letter of application and vita to Dr. William Dempsey, Dean, by January 31, 1992.

Monmouth College Encourages Applications From Minorities and Women

CHEMISTRY CHAIRPERSON

Towson State University is seeking an accomplished administrator and teacher to serve as Chairperson of an ACS accredited department offering the BS degree. The tenure-track position is contingent upon state funding. We are seeking a dynamic Ph.D. chemist with a minimum ten-year distinguished record in undergraduate teaching and research, and with demonstrated leadership qualities and administrative abilities. Specialization should be in an area of experimental chemistry. The successful candidate will be expected to enhance departmental activities by promoting external funding and expanding relationships with regional industry, governmental agencies, and educational institutions. Administrative responsibilities and scholarly activities are facilitated by a reduced teaching load. Senior rank, tenure, and salary are negotiable commensurate with credentials. The Department includes twelve full-time faculty and six support staff, and maintains well-equipped facilities for teaching and undergraduate research.

Towson State University, a member of the University of Maryland System, is a liberal arts-based comprehensive university offering bachelor's and master's degree programs. TSU has an enrollment of approximately 15,000 students and over 600 FTE faculty. The campus is situated on 330 acres of beautifully landscaped and wooded grounds just north of Baltimore, within commuting distance of Washington, D.C.

Submit letter of application, résumé, and names, addresses, and telephone numbers of four references, postmarked by January 24, 1992, to Dr. Joyce Currie Little, Chair, Search Committee, Department of Chemistry, Towson, Maryland 21204-7097. EO/AA employer; women and minorities are encouraged to apply.

UNIVERSITY OF CALIFORNIA SAN DIEGO TENURED POSITION

University of California, San Diego expects a tenured position to become available at the associate professor or full professor level, subject to the availability of funds, to the feld of mathematics or actions education in the department of Bloogy, Chemistry, Mathematics, or Physics. The appointment begins july, 1992. Qualifications include Ph.D. in Biology, Chemistry, Mathematics, or Physics, demonstrated interest in issues of learning and teaching actence or methematics at the secondary or postsecondary levels, teaching experience at the undergraduate and graduate levels, and a record of exhainty achievement that will qualify for a tenured appointment. The successful candidate will be allithred with the new Mathematics and Science Education John Ph.D. program with San Diego State University, To apply, and CV, publications, a bort letter describing beckground and interests, and at least tive letters of reference to "Math/Science Education Search Committee", University of California, San Diego, Mat Code 0112, 9500 Gimen Drive, La Jolia, California 92093-0112. Applications received by February 15, 1992 will be given full consideration. Salary and level of appointment will be based on qualifications and UC pay scale. In compliance with the interest gradient of the control Act of 1986, individuals offered employment by the University of California will be required to show documentation to prove identity and authorization to work in the University of California will be required to show documentation to prove identity and authorization to work in the University of California will be required to show documentation to prove identity and authorization to work in the University of California will be a stead on curriculum vises. UCSD is an equal opportunity, affirmative oction employer.

Student Financial Aid and Dean of Students to assist and support UALR's foreign student population. The Director is responsible for attenuating, inclinating, supervising and coordinating the maintenance and development of all aspects of the IRLP and the OISA. Qualifications: A doctorate in TBFL/TESI. Applied languistics or a relation of the years' expect of the IRLP and the OISA is a possible of the candidacy of minorities and women. I ISFI-LISSI. Applied linguistics or a relation de Beld with a minimum of the years' experience teaching ESL in the United States and five years' experience in post-secondary ESL program administration or a U.S. bushtusion including sudiet management, recruitment. IEFUniversity Ilason, personnel management, program design; and excellent interpersonal and communication skills. Oversons apportune in teaching anders administration is strongly professed. Familiarity with immigration and resturdization rules and regulations helpful. Deadline: March 30, 1992. Salary: Commensurate with qualifications and experience; rasponently competitive, florefize. Comprehensive intage benefits package. Starts: Preferred start date July 1, 1921. Contact Send 10: Send letters of application or noordinalisms, current with pames, addresses, telephone numbers of five professional references to: IELP/OISA Director Search

English/Communication: Assistant Professor of English-Communication Studies. Generalist in communication Studies to teach freshman writing, fournaitism, communication theory and media studies. Requires dectorate in communication or related held. Journalism experience and demonstrated teaching ability desirable. Salary \$27,000; appualty renewable nine-month contract with three year rel-over contract with three year rel-over contract with three year full-dime smolyyment. Interasted candidates and respectively vide, and three lotters or recommendation to David Hockel. Head. Department of Language and Literature, Picitive College, Misenheimar, North Carolina 28109. Desadine Pebruary 1, 1992. AA/EOR.

English/Composition: Applications are invited for the position of Assistant Professor, tenure-track, to track undergraduate courses in Composition / Wriding / Public Speaking and other selected departmental offerings, beginning August, 1992. This is not a literature position. Ph.D. in English/Composition required; specialization/research preferred in composition/retoric, teaching of business / scientific / technical writing, and computer-based writing in struction. Capididate must have exemplary college teaching experience in writing as well as publications or evidence of scholarity rooms. Salary compositive, dependent upon qualifications and experience. Parks College, a Jesuit spongored four-year undergraduate college of Saint Louis University, is Catholic in its educational philosophy and commitment. The college offers degrees and certificates in aerospace and availon-prelated acceptuals grant of the computer o

tion, vita with references, transcripts, and representative publications to Dr. Edward J. Sabin, Chaiperson, Department of Humanities and Social Sciences, Parks College of Saint Louis University, Cahokia, Illinois 62206, by February 13, 1992. An Squard Opportunity. Affirmative Action Employer, MFRHV.

Environmental Sciences: Full-time, tenure-track position with developing and capaeding undergraduate Environmental Sciences Program; to teach axisting courses, develop an environmental science curriculum and research program; Ph.D. In environmental science curriculum and research program; Ph.D. In environmental science administration in a service delivery setting. The candidate's credentials must be sufficient to qualify for an adjunct faculty. Send letter and names of these references to: Thomas J. Murphy, DaPaul University, Environmental Sciences and Indian Complete and Complete and Adjunct Assistant Dean at Duke University School of Medicine. This excessive position reports directly to the President of Trustees and the Duke Chancellor for Health Affairs. The Program Director, administrators of area to the Complete and Complete and

LEBANON CAMPUS HARRISBURG AREA COMMUNITY COLLEGE

LEBANON CAMPUS FACULTY

Perform clearcom instruction and student advising. Serve on committees and participate in professional developmen-tal activities. Community College teaching experience pre-ferred. Ability to read, speak and understand Spanish highly

MATHEMATICS—Requires Master's dogree in Mathematics

BUSINESB INFORMATION SYSTEMS—Requires Master's degree in Business Education and/or information Systems. Requires ebility to tesch Computer information Systems, Or-lice information Bystems, and information Systems Manage-

ENGLISH—Requires Master's degree in English with con-centration in composition theory.

Available August 1992, these are full-time, tenure-track posi-tions with a salary range between \$23,500 and \$31,000 based on experience. Excellent fringe benefits package. Applica-tions will be accepted until the positions are filled. Submit your latter of application, unofficial transcripts, and résumé to the Personnel Office listed below:

HARRISBURG AREA COMMUNITY COLLEGE 3300 Cameron Street Road Harrisburg, PA 17110 (717) 780-2367

ANEOE

College of Business Administration Faculty Position in International Business

BGSU invites applications for the position of Assistant/Associate Professor in International Business. Responsibilities of the position include the teaching and development of inter-national business courses. The person is expected to take a rule in the internationalization of the College and its undergraduate and graduate curricula.

Required qualifications include an earned doctorate in an appropriate discipline. Preference will be given to candidates with relevant experience in the international business area. Applicants must have a record of academic and scholarly achievement that would qualify them for appointment at the rank of assistant or associate professor. Anticipate starting date of appointment: August 1992. Salary is competitive. Submit by February 28, 1992, or until position is filled: letter of application; current resumé, graduate transcriptional letters from three current professional references. Submit to Dr. J. David Reed, Chair, Department of Economics, College of Business Administration.

Graphic Design. Two positions available. Instruct tor (temporary, renewable) and Assistant Professor (tenure track) beginning August 1992. MFA degree in graphic design preferred, but will consider candidates with MA and professional experience. Professional experience are lacaching experience required. Experience in computer graphs design essential. Abilities in allied fields such as advertising, packaging, photography, illustration, exhibit design and computer ast considered. Send feiter of apply attain with teat hing philosophy, resume, official transcripts, three original current feiters of recommendation, slides of professional and student work, and SASE by February 28, 1992 to Ronald Jacumin, Chair, Design Division, School of Art. CAA Interviews (Mr. Jacomini) at the College Art Association's Annual Meeting in Chicago, Feb. 12-15, 1992.

Ant History, Instructor (temporary, renewable). Ph.D./ABD in Art History required. Professional description of the processional description of the Art History instructor (temporary, renewable). Ph.D./ABD in Art History required. Professional description of the Art History services and Art History services are also a feet of the Art History services are a feet of a paper level courses in arcuto of specialization; conduct an occasional MA-level art history seminar; teach freshman-level survey of Western art courses as needed. Professional research. Send fetter of application, curriculum vitas, three original letters of recommendation, official transcripts, publication, and SASE, by March 6, 1992 to Dr. Willard Misfeldt, Chair, Art History Division, School of Art. CAA Interviews (Dr. Misfeldt) at the College Art Association's Annual Meeting in Chicago, Feb. 12-15, 1992.

BGSU is an Equal Opportunity, Affirmative Action Employer. Vomen and members of minority groups are encouraged to apply.

BOWLING GREEN

STATE UNIVERSITY

Bowling Green, Ohio 43403

Faculty Positions Counseling and Psychology Program

PORTUNITY EMPLOYER. M/F/H/V.

COLLEGE OF LIBERAL ARTS

SCHOOL OF EDUCATION

The Graduate Programs in Counseling and Psychology at Lesley College are geared to fully prepare clinicians in these fields at the Master's and C.A.G.S. levels. The focus of these programs includes: School Counseling, Counseling Psychology, Clinical Mental Health Counseling with specializations in Holistic Studies, Expressive Therapies and School/Community.

RULLETIN BOARD: Positions available

ANTICIPATED VACANCIES

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEXAS SOUTHMOST COLLEGE SERVES OVER 7, 500 STUDENTS IN THE LOWER RIO GRANDE VALLEY. THE CAMPUS IS LOCATED MINUTES FROM BOTH MEXICO AND SOUTH PADRE ISLAND. SEVERAL POSITIONS ARE ANTICIPATED FOR 1992-1993. ALL POSITIONS ARE SUBJECT TO ADEQUATE FUNDING.

Positions are tenure track and require a minimum of a master's inclusive of 18 graduate semister hours in the teaching discipline. Doctorate and college teaching commitment and experience preferred.

ENGLISH: (2 positions) Ph.D. or M.A. in progress toward Ph.D. Versatile teacher/scholar, Experience with diverse student population a plus. Assignment will include developmental writing and freshman composition.

SPANISH/FRENCH or ITALIAN: Master's or Ph.D. in Spanish, plus 18 graduate hours in the second Romance language (French, Italian). Responsible for

second Romance language program.

ENGLISH AS A SECOND LANGUAGE: Master's or doctorate in TESOL.

READING: M.A. or Ph.D. In Reading. Teach variety of levels UG through

APPLICATION DEADLINE: February 14, 1992; or until a suitable candidate

APPLICATION REQUIREMENTS: Letter of interest, current detailed résumé, transcripts. 3 current letters of professional references. Mail to Mr. Alfredu C. Zamora, Personnel Director, Texas Southmost College, 80 Fort Brown, Brownsville, Texas 78520.

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEX-AS SOUTHMOST COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OP-

MATHEMATICS: Master's or Ph.D. Teach variety of UG courses. SALARY: Competitive and commensurate with credentials.

SPEECH: Master's or Ph.D. in Communications or associated field.

SOCIOLOGY: Master's or Ph.D. in Suciology.

COLLEGE OF SCIENCE AND MATHEMATICS

We currently have a full time and a half time position available for 9-month terms at the Assistant Professor levels. Qualified candidates must have a Doctorate in Psychology and be a mass.-licensed Psychologist or Mental health Counselor (or eligible). Demonstrated teaching experience and active research are essential; applied re-

Lesley College offers several teaching options including psychological assessments, cross-cultural counseling and psychopathology. Our programs prioritize the achievement of a gender and race/ethnicity nce among students and faculty. Persons of color are strongly

Qualified applicants, please send curriculum vita and 3 letters of reference to: Mary Ann Gawelek, Dean, Counseling Psychology and Expressive Therapies Division, Lesley College, 29 Everett Street, Cambridge, MA 02138-2790. Applications will be reviewed until positions are filled. Interviewing will begin March 1, 1992. An affirmation of the property of the property

We Put People First



TEACHING PHYSICIST Montana State University

Applications are invited for a tenure-track faculty position at the rank of assistant or associate professor in our Physics Education group starting Autumn 1992. Requirements include a Ph.D. in physics for M.S. in physics with a doctorate in a related deloid demonstrated ability to successfully teach lower-division physics courses, significant experience improving the teaching of physics, and a record of publications. Desired qualifications include the potential for obtaining extramural funding and mixing creative contributions to improving the teaching of physics. Send a via, including a list of publications, evidence of successful reaching, a concise statement of educational goals, a plan for creative activities, and the names, addresses, and telephone numbers of three references to Search Committee, Department of Physics, Montana State University, Bozeman, MT 59717. Screening of applicants will begin february 1, 1992, and continue until the position is diled. Address inquirties to the above address analor telephone (406) 994-3614. MSU provides preference in employment to eligible veterans. For information contact HR/AA, 210C MH, MSU, Bozeman, MT 59717. AA/EO employer.

sional universities with health science schools. Interested applicants should submit a copy of their curiculum vitae to: Dr. Ronald Maddox, Chair. Search Committee, c/o Ms. Linda Dati, PAHEC, 1601 Owen Drive, Payetteville, North Carolina 28304. Equal Opportunity Employer.

Ereculive Director/Library: The Topeks Rublic Library, Topeks, Kansas seeks asplications for the position of Chief Executive Officer/Recculive Director. The Topeks Public Library is located in the capital city and serves a primary population of about 120,000, plus about 40,000 residents of Shawnee County. The Executive Director is responsible for administering a budget of over \$5,000,000, overseeing a collection of about 350,000 items, supervising a staff of 130, Planning, meansgapent and communication stills are essential. Must have MLS degree from an ALA-accredited

Uve experience, proferably with five of these at the top levels of management. The library is experiencing growth, and looks toward increasing facilities within a few years. Successful candidate will have proven record of innovative library service including knowledge of new technologies, strategic plannary, facilities development and operations, excellent skills in governmental negotiations and in public relations. Minimum salary: \$50,000. Excellent benefits. Applicants should send letter of application, résumé, set of current references by January 31, 1992 to: Jane Klusa, Secretary, Executive Director, Search. Committee, 1515 West Tenth, Topeka, Kansus 66604.

OLD DOMINION UNIVERSITY **Darden College of Education**

The Darden College of Education invites applications for the following seven positions. These are fenure track positions beginning August 1992.

POSITION 1: Education Administration (Assistant Professor)

POSITION 2: Human Services Counseling (Assistant Professor) POSITION 3: Marketing Education-Fashion (Assistant Professor) Salary: \$33,000.

POSITION 4: Middle School (4-8), (with specialization in either language arts or social studies) (Assistant Professor) Salarys \$33,000. POSITION 5: Recreation Management/Physical Education (Tests and Measurements), (Assistant Professor) Salary: \$32,000.

POSITION 6: Technology Education (Assistant/Associate Professor) Salary: \$35,000. POSITION 7: Therapeutic Recreation (Assistant Professor) Salary: \$32,000.

RESPONSIBILITIES: Teaching undergraduate and graduate courses in specialization, practica/internship supervision, and a strong commitment to research and scholarly activity. QUALIFICATIONS: Preferred applicants should have an earned doctorate or equivalent and approviate baseling and practilizate applicants.

applicants should have an earnest doctorate orlate teaching and practitioner experience. priate teaching and practitioner experience.

and names, addresses and telephone numbers of three references to:

DR. STEVE GREINER, ASSISTANT DEAN, DARDEN COLLEGE OF EDUCATION, OLD DOMINION UNIVERSITY, NORFOLK, VIRGINIA 235.29; (804)
683-3344. Minorities and women are encouraged to apply. Review of applications will begin February 20, 1992 and continue until all positions are filled.

Old Dominion University is an affirmative action, equal opportunity institution and requires compliance with the immigration Reform and Control Act of 1986.

NORTHWEST MISSOURI STATE UNIVERSITY

COLLEGE OF EDUCATION

Two Assistant/Associate Professor **Tenure Track Positions**

Positions: The Department of Curriculum and Instruction is seeking two individuals with innovative and creative teaching styles each prepared to teach undergraduate and graduate courses in at least two of the following areas: reading, language aris, elementary social studies, elementary mathematics, early childhood, early childhood spectal education, and elementary/secondary methods, with emphasis on integrated curriculum. Other responsibilities will include: student advisement, supervision of student teachers, collaboration with public schools and active participation in department, college and university initiatives directed toward excellence in the Teacher Education Program.

Qualifications: Famed doctorate or ABD is required and evidence of successful Pre K-12 leaching. Evidence of accomplishments or strong potential for success in research, publication or grant writing is desirable. Successful college teaching is also desirable. Safary: Safary is competitive and commensurate with qualifications and experience Appointments: June B. 1992 or August 17, 1992

Applications: A letter of application, curriculum vitae, copies of all transcripts, and three current letters of references pertinent to the position should be sent to: V. Andree Bayliss, Chair, Department of Curriculum and Instruction, College of Education, Northwest Missouri State University, Maryville, Missouri 6446B; Telephone: (816) 562-1779 or 562-1776.

1770.
Deadline: Review of applications will begin February 17, 1992 and continue until posi-lints are filled. Hiring is rependent on funding.
Campus Informalinn: Northwest Missouri State University is a primarily residential, fully electronic campus of 6,000 students located in Marcville. A community of 10,000. The campus is approximately 100 miles from Kansas City, Missouri and Omaha, Nebraska.

Northwest is an Equal Opportunity, Affamative Action Engloyee and encourages women and introdity persons to apply.



Indiana University

Chair, School Administration Program. The School of Education at Indiana University, Bioomington, and Indiana University-Purdue University, Indianapolis (IUPIV), Invites nominations and applications for the position of Chair of the School Administration Program. Rank will be at the Associate or full Professor level. The successful candidate should have an established set of research activities, be a strong teacher, and have administrative experience in program development and field services. Research and teaching strengths in one or more of the following areas are preferred: educational finance, instructional leadership, the training of educational leaders at the building or district level, and education policy studies. Appointment may be at the IUPUI or Bioomington Campus, but cluties will include both campuses. Please submit nominations or letters of interest, c.v., samples of scholarly products, and names of references to Don Hossier, Chair, Department of Educational Leadership and Policy Studies, School of Education, Room 226, Bioomington, IN 47405 or Mary Glichrist, Director of Academic Affairs, Education/Social Work Building, Room 3138A, Indiana University/Purdue University at Indianapolis, Indi

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

Director of Extension and Doan of Extension for Cook College, Rutgers Cooperative Extension is an integral part of the New Jersey Agricultural Experiment Station at Cook College and conducts research-based educational programs throughout the State of New Jersey. The Director of Extension is the chief administrator of Rutgers Cooperative Extension, Responsibilities include: developing organizational policies and procedures; coordinating the educational programs; supervising integrity of all federal, state, county and grant funds; securing of adequate staff and office facilities; establishing and multalning liaisons with appropriate internal and external bodies, securical and external bodies, securical policies in companizations, and serving as principal spokespersod. The Director is responsible to the Excentive Dean of Cook College/Executive Obrestor of NIAES for college and univer-

sity matters and to the administrator of Extension is U.S. Department of Agriculture for implementation of USDA regulations, policies and programs. Declorate required. Qualifications for tenured professor rank in a Cook/NIA ES department. Demonstrated excellence in Cooperative Extension programs and administration. Recognized leadership, public relations, and interperporal skills. Stamficant sampinistrative experience. Knowledge of land-grant institutions and programs. Position evaluable July 1, 1992. Interview of applicants will commune March 1, 1992 indentified. Letters of application, including a current with and the names, andresses, and felephone numbers of three references, should be sent to: Anne L. Sheelen, Associate Director of Extension, Rutgers Cooperative Extension, P.O. Box 231, New Brunswick, New

TEXAS A&I UNIVERSITY

Texas A&I University, part of the Texas A&M University System, is located in the guif coast region 40 miles southwest of Corpus Christi and 120 miles north of Brownsville and the border of Mexico. Founded as a teacher's callege in 1925. A&I has expanded to a comprehensive public university of approximately 6,000 shudents with academic programs at the doctoral level in educational leadership and billingual education: backelor's and master's levels in education, arts and sciences, engineering, agriculture and business. The College of Education, with over 2,000 students, consists of three departments: Bilingual Education, Education and Health & Kinesiology.

Educational Leadership: Professor of Educational Leadership. Tenure-track position beginning August 28, 1932. Teach master's and doctoral courses in Research, Administration and Leadership. Advise graduate students; serve on departmental and doctoral student committees; provide service to area public schools; conduct research's scholarly activities. Earned doctorate in Educational Leadership/Administration; minimum of 3 years of administrative experience in public schools; research and publications. Salary commensurate with qualifications and experience.

with qualifications and experience.

Early Childhood: Tenure-track appointment starting Fall 1992. Responsibilities include teaching undergraduate courses in early childhood education; advising and recruiting students; designing model projects in early childhood programming which link the university and parents, public schools, and related community agencies. Required: earned doctorate in early childhood education (will consider ABD or person with enroute master's in early childhood education if pursuing doctorate): five years of teaching experience with young children. Preferred: Billingual or ESL endorsement; programming for culturally and linguistically diverse populations; experience in higher education teaching and recruitment. Salary and benefits competitive.

Send: Letter of application; résumé; names, addresses and phone numbers of three references to: Dr. Gustavo Gonzaloz, Dean, College of Education, Texas A&i University, Kingsville, TX 78383. Deadline: April 1, 1992.

Texas A&I University is an Affirmative Action, Equal Opportunity Employer. A Part of the Texas A&M University System

ENGINEERING DEPARTMENT

Potomac State College

West Virginia University Potomac State College of West Virginia University, a residential jumor college, invites applications for a full-time teaching position as listed with a starting date of August 16, 1992. Tenure and promotion are based on teaching, scholarly and creative activities, and service to the College, university, and community.

and grashes activities, and service to the college, university, and continuity. Major responsibilities and requirements of the position include teaching a wide range of treshman and sophomore level courses in mechanical engineering as well as general engineering design. The position also includes coordinating the mechanical engineering curriculum, preparing course schedules, advising engineering majors, and assisting in budget requests and other departmental lasks. Although a doctorate is preferred, applicants must have a master's degree in mechanical engineering.

A nine-month, tenure-track position is available at the rank of instructor or Assistant Professor. Salary and rank for the position are commensurate with academic credentials, experience, and qualifications.

Applicants accepted until position filled. Minorities and women applicants are encouraged to apply. Send a letter of application, a résumé, and three letters of reference to:

Nancy M. Hockensmith Dean of the College Potomac State College of WVU Keyser, WV 26726

Potomac State College is an Equal Opportunity, Affirmative Action Employer

Chair, Graduate School of Business

Dallas Baptist University is seeking a qualified candidate for the position of Chair of the Graduate School of Business. Qualifications include an MBA and doctorate in a related field of study, with a minimum of 5 years teaching experience preferred. Preference will be given to active, Southern Baptist church members.

Dallas Baptist University is a private, Southern Baptist-affiliated liberal arts university with approximately 2600 students, 50% of which are business majors. DBU's primary mission is the integration of faith and learning through quality education.

Send resumé to: Larry Linamen, Dean, College of Business, Dalias Baptist University, 7777 West Klest Bivd., Dalias, Texas 75211-9800. Dallas Baptist University

Jersey (8903-023). Rutgers University is an Affirmative Action, Requel Opportunity Consecticat, announces a witting artist occuping over.

Employer. First Production for a three-year, full-time, non-tenure track position. Duties world involve teaching in the contraction of the c

world involve teaching film production to two levels of students: an introductory course required of all film majors and a senior thesis course in which individuals make libelt own I fimm films. Applicant must have produced recognized work in narrative and/or documentary film. Prior teaching experience at the graversity level is preferred; MA or MFA. This position is key to a thriving liberal arts undergraduate rador program requiring both history/theory and production. Wesleyan University actively encourages applications from minorities and vomee. Send letter of applications from strange, restunet, and names, addresses, and phone numbers of three references to fearning Basinger, Chair, Film Shadies, Wesleyan Closema Archives, Wesleyan University, 301 Washington Terrace, Middletown, Connecticul 66437-6038. Application deadline: February 1, 1992.



DUFFOLK

ZINIVERSITY

ENVIRONMENTAL SCIENTIST

The University of Northern lowa invites nominations and applications for a senior level environmental scientist to serve as director of emerging programs in the environmental sciences. The position requires a Ph.D. in a scientific discipline with strong environmental emphasis, it will be one-half time teaching-research and one-half time administration. The environmental science position will be located in The College of Natural Sciences which encompasses the Departments of Biology, Chemistry, Computer Science, Earth Science, Industrial Technology, Maillematics, and Physics. The individual selected will report to the Dean of the College of Natural Sciences. We are seeking a person who will provide the leadership and perspective necessary to direct and expand a teaching/research program in the environmental sciences. This position will serve as a focal point for the coordination of multidisciplinary efforts, including environmental planning, environmental education, natural history interpretation and Master of Public Policy. The possibilities are many for cooperative ventures in developing a strong program in the environmental sciences.

sciences. The scientific discipline is open. The person selected will have demonstrated success in extramurally-funded research, will have had considerable teaching experience at the college/university level, a successful record of interactions with government and private agencies, and, preferably, some administrative experience. The individual will be experienced in these professional activities at a level commensurate with a tenured professor appointment in one of the academic departments of the College.

Salary is competitive and commensurate with experience and qualifications. Applicants should submit a curriculum vitae, statement of interests and goals in teaching and research, relevant reprints, and the names, addresses, and telephone numbers of four references. Screening of applicants will begin February 24, 1992, and will continue until the position is filled. Send application and

Search Committee for Director of Environmental Sciences Programs
Callege of Natural Sciences
University of Northern Iowa
Cedar Fails, IA 50614-0181
(Fax No. 319-273-2893)

THE UNIVERSITY OF NORTHERN IOWA IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER WITH A COMPREHENSIVE PLAN FOR AFFIRMATIVE ACTION. WOMEN, MINORITY PERSONS, VIETNAM ERA VETERANS AND DISABLED PERSONS ARE ENCOURAGED TO APPLY.



CELLO: Performer/Teacher Assistant, Associate, or full Professor rank

VOICE: Performer/Teacher Assistant or Associate Professor rank

DIRECTOR of BANDS Assistant or Associate Professor rank

DIRECTOR of ATHLETIC BANDS Assistant Professor rank

All four positions are tenure-related appointments; salaries are competitive, based on experience and education. Deadline for application is February 15, 1992, except for Director of Athletic Bands, which is Merch 1. For complete job description, write: Search Committee, School of Music, University of Oregon Eugene, OR 97403, or call (503) 348-5661. The University of Oregon is an equal opportunity, affirmative action institution, committed to cultural diversity.

WHITWORTH COLLEGE

Visiting Assistant/Associate Professor of Physics

One-year appointment, beginning September I, 1992. (It is anticipated that a regular toruse track position will become available in the fall of 1993).

- 1. Teach physics, engineering and general science courses in an undergraduate
- setting.

 2. Oversee the college's qual degree engineering program.

 3. Occasionally teach in the college's interdisciplinary general education program.
- difications include:
- Ph.D. degree in physics.
 Peoching experience, preferably at the undergraduate level.
 Specified in the specified of the specified interests.
 A personal commisment to the Christian faith and to the integration of faith and

Application Process: Submit letter of interest, résumé/vita, three letters of reference, undergraduate and graduate conscripts (may be unofficial), plus other materials to be requested fore, los Physics Search Committee, Office of Human Resources, Whitworth College, Spokene, WA 99251-0103.

on Doubline: January 31, 1992,

Finance: Assistant Professor of Finance, The Department of Finance at Sleaz College seeks to fill a tenure track position with an individual qualified to teach courses in Money and Banking. Secondary areas of inferent phould include Managorial Finance. The normal teaching load is four courses per searcier with two preparations. The ideal candidate will have an earned doctorate (A.B.D.'s will be considered) and desire to pursue a carper that emphasizes teaching. Prior experience is the

12 2



FACULTY POSITION

BRENAU COLLEGE is a sonior institution of higher oducation with graduate and undergraduate programs, both on and off cumpus, and an aurollnum of more than 2,000 students. Branau is located in Gainesville. Georgia, a city with a greater population of 70,000 and situated fifty expressway miles from Atlanta on the shores of Lake Landar and in the foothills of the Appalachian Mountains. The community pressesses a strong, divergent economy, a rich artistic culture, an excellent climate, and the advantage of being close to Atlanta.

ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION Brimau is seeking an individual to coordinate a fashion morchandising design program. The candidate would evaluate and design curriculum recruit and advise majors, and teach courses in both the fashion curriculum and foundation art courses. An MFA is required and college teaching is preferred.

SALARY: Competitive, negotiable and depends on experience, qualifi-cations, and employment history. BENEFITS: Health, disability, and life insurance; jultion remission for

APPLICATION DEADLINE: Applications accepted until position is

APPLICATION REQUIREMENTS: Submit letter of application, tran-scripts, résumé and three letters of recommendation to: Mrs. Mary jane Taylor, Cheir, Search Committee, Fine Arts Department, Brenau Col-lego, Cuinesville, Georgie 30501.

BRENAU COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER: APPLICATIONS FROM WOMEN AND MINORITIES ARE ENCOURAGED

.......



Psychology

Hartwick Golloge seeks candidates for a non-tenure track position, renewable for up to three years, beginning fall, 1992. A Ph.D. (or near completion) and a strong commitment to undergraduate aducation at a student-cantered liberal arts college are important prerequisites. Course load will include Developmental Psychology, General Psychology, and advisement of the Department's required Sentor Thesis. In addition, the Department seeks to strengthen its offerings in applied areas such as educational, community, and environmental psychology; however, candidates with other areas of specialization who could complement out current offerings would be considered. Send vite and three letters of recommendation to Ronald G. Heyduk, Chair and Professor of Psychology, Hartwick College, Oneonta, NY 13820. Screening of applications will bogin after February 1, 1992. An Equal Opportunity Employer.

UNIVERSITY

HART School of Music

The University of Hartford's Hartt School of Music invites applicants for the following anticipated positions: All are full-time Assistant or Associate Professor/ illy appointments expected to begin September 1, 1992.

 Music Education Choral
 Music Education Research
 Artis/Teacher in Percussion
 lazz Sjudies/Chair, African-American Music Department Rank and salary to be determined, commensurate with experience and professions

Established in 1920, the Harit School of Music today is an internationally recognized professional school of music. Harit offers degrees in music at the undergraduate and graduate levels and interdisciplinacy programs with the University's colleges of arts acceptances, business, education and engineering.

Application: Sond letter of application, curriculum vitae, and the names of five references to: Chair, Search Committee (specify position for which applying), Hartt School of Music, Reputate of Application and International Committee (Specify Control of Control of Music, Reputate of Application and Search Committee (Specify Control of Control of Music, Reputate of Application and Search Control of Application and S

Review of applications will continue until a decision is made. The University of Harford is an equal opportunity, affirmative action employer and specifically invites and encourages applications from women, minorities, and numbers of

food Science/Technology/ Research and Extension facuity position in postharyest physicionsy, food safety and preservation. Assistant professor, tenure-track, 12-month, 30% research and 50% extension position available February 1, 1992, Apoll-cants must have a Fh.D. in Food Science or related discipline, Prior food industry experience desired. Qualified applicants, including minorities, must apply before fanuary 15, 1992. Send returns, publications, transcripts, and names and addresses of three references to: David Darico, Search Chair, Department of Food Science and Technology, The Onio State University.

foreign Languages Modern Languagea-french/Spanish—Assistant Professor.
Fall, 1992. Tenura truck. Pending funding of position. To teach all levels of French language and literature. Elementary and secondary levels of Spanish. A.B.D. in French, native or near pative command of French, native or near pative command of French and Spanish, three years' college teaching experience required. Ph.D. in French preferred. Soud letter of application and rémuné with names, addresses and felephone numbers of three references to Dr. Dornald Fornerature. Chair, Modern Languages Department, Central Connecticul State University. New Britain, Conpecticut 08050, Review of candidates will begin on March 6, 1992, CCSU is an AAV

December 29, Send vila, copies of under-randuate and arnduate transcripts, and three letters of recommendation to: Search Committee, Department of Fronch, Divi-sion of Language and Literature, Northeast Missourt State University, Kirkaville, Mis-sourt 63301.

French Instructor or Assistant Professor of Pracch; tonure track starting September, 1992 to touch three courses in French at any level and one Graman Language course per semester. Candidate will also be expected to engage in scholarity activities and perform services for the college and community. Desired qualifications: Ph.D. in French with concentration in pure or spudied imputables and experience with multi-cultural student population. Minjamm qualification, of A.B.D. in French will be considered for visiting asponianeant. Send dossier with vita, transcripts, three letters

1992-1993 FACULTY POSITIONS Suffolk University

School of Management

Applications are invited for faculty positions for the following areas of teaching and research:

> **Accounting-Taxation** Legal Environment of Business Computer Information Systems Finance/Economics Management/International Marketing

The School of Management, strategically located configuous to Boston's hosiness, financial, and government centers, enrolls 2,300 students in programs leading to the BSBA, AdBA, ASF and MPA degrees. The Advanced Professional Certificate in Business, the Certificate of Advanced Study in Public Administration and the Executive MBA and MPA, ID-MBA, and ID-MPA are also offered. The School's academic programs are accredited by AACSB and

Submit academic vita and references to: Associate

Dean Ronald E. Sundberg, School of Manager 8 Ashburton Place Beacon Hill Boston, Massachusetts 02108-2770. Suffolk University is an Equal

POSITION: Orientation and Mobility Specialist for Visually Impaired and Deaf-Blind Teacher Education Program.

MICHIGAN STATE UNIVERSITY

RANK: Instructor (M.A.) or Assistant Professor (Ductorate).

RESPONSIBILITIES: Collaborate with faculty in present undergraduate, master's degree teacher preparation programs in area of visually impalied and deaf-blind education, oversee and teach in the specific content area of orientation and mobility.

QUALIFICATIONS: Applicants must have an earnest master's degree or an earned ductorale with permanent AER certification in operation and mobility. The following capabilities, experience and interests will ment more serious consideration:

- 1. A certificate in the education of bland and visually unpaired education.
 2. Experience in working with legally bland and deat-bland children in school settings.
 3. Experience and/or interest in program development and research.
 4. Ability to cooperate with external educational agencies in conducting an O&M program.
- APPLICATION MUST INCLUDE:
- Letter expressing interest and outlining qualifications.
 Current academic vita.
 Three letters of reference.

Applications must be submatted by 2/15/92 to:

Dr. Richard Prawat, Champerson Department of Comseling, Uducational Psychology and Special Education 449 Fm Rom Hall Michigan State University East Lansing, All 40824

This is an annually renewable position supported by grant funds. MSU is an Affirmative Action, Equal Opportunity Institution.



SOCIOLOGY HARTWICK COLLEGE

Assistant Professor. The Department of Sociology, with special funding for minority faculty recruitment, seeks candidates for a tenure-track position to begin Fell, 1992. Ph.D. preferred. Individual should be able to teach our required sequence 1992. Ph.D. preferred. Individual should be able to teach our required sequence with the second methods and have substantive expertise in race and ethnicity, stratification and family. Must be committed to excellence in undergraduale teaching, to interdisciplinary work, and is willing to serve as a role model for Latino/Hispanic, African American, Caribbean, or Native American students. Please send letter, vita and the names of 3 references to Katherine O'Donnell, Chair, Department of Sociology, Hartwick College, Oneonta, New York 13820 by February 15, 1992. An Equal Opportunity Employer.

or Speech. Send letter of application, via-franscripts and letters of reference by Murch 15 to Dr. David L. Climfelter, Acr-demic Dean, Graceland College, Lamon-Jowa 30140.

SOCIAL SCIENCE DIVISION CHAIR

BULLETIN BOARD: Positions available

A 12-month administrative position is available at Montgomery Co. Community College for a Division Chair who will report to the Academic Dean. You will be responsible for all espects of the Division's operation including curricula velopment, program and personnel supervision of 35 full-time and 50 part-time faculty, teaching courses in Anthropol-ogy, Education, Geography, History, Political Science, Psy-chology, Sociology, and the Criminal Justice and Human Services Programs.

Graduate degree in Social Science discipline with at least three years' collegiate teaching experience, preferably at a community college. Successful candidate must demonstrate an understanding of, and commitment to, the philosophy of a comprehensive community college and have experience in curriculum development and/or other applicable administra-

Montgomery County Community College is a comprehensive community college, located in suburban Philadelphia, PA with over 8,100 full- and part-time students in 32 career and transfer programs and 7 one year certificate programs.

Salary: mld-\$40's; excellent benefits package. Please send letter of interest and current résumé, by February 1, 1992, to Ruth Jordon, Personnel Office, Montgomery County Community College, 340 DeKaib Pike, Blue Bell, PA 19422. AA/EOE.

MONTGOMERY COUNTY COMMUNITY COLLEGE

SCHOOL OF SOCIAL WELFARE

NELSON ROCKEFELLER COLLEGE OF PUBLIC AFFAIRS AND POLICY

THE UNIVERSITY AT ALBANY **State University of New York**

135 Weslern Avenue Albany, New York 12222

The School of Social Welfare is seeking to fill two full-time tenure-track positions at the assistant professor level beginning in September, 1992. Applicants should possess an MSW (legree, a doctoral degree for nearing completion) and relevant social work experience. Candidates with expertise in cultural diversity and minority issues are especially encourage to apply. Applicants should have the ability to conduct research and publish in a substantive field, we are seeking two applicants: 1) one with the ability to teach direct practice with expertise in mental health, work with adults, children and families and 2) one with a community organization orientation and skills in organizational development and change. Those with strong quantitative skills, interest in interdisciplinary collaboration and work with students are encouraged to apply. Qualified individuals should submit a vitae and the names of three references by February 28, 1992, to Lynn-Videka Sherman, Dean, at the above address. Tile SCHOOL OF SOCIAL WELFARE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, APPLICATIONS FROM WOMEN, MINORITY PERSONS, HANDI-CAPPED PERSONS AND VIETNAM ERA VETERANS ARE ESPICIALLY WELCOME.

APPLICATIONS FROM GAY AND LESBIAN PERSONS ARE WELCOME.



FACULTY POSITION

Catawba College, a private church related, liberal arts institution in the piedmont of North Carolina, seeks applications for a tenure-track position at Assistant Professor level for Fall 1992. A Ph.D. in inorganic or physical chemistry is required. Excellence in and enthusiasm for undergraduate teaching is of primary importance. Duties may include courses for majors, general education courses for non-majors, and perhaps General Physics. Applicants should send a vita, a statement of interests and professional goals, transcripts, and the names of three references to the Vice President for Academic Affairs and Dean of the College, Catawba College, Salisbury, NC 28144, by March 1, 1992.

DIRECTOR GIMBEL LIBRARY PARSONS

SCHOOL OF DESIGN **SEARCH RE-OPENED**

SEARICH RE-OPENED

We are soeking a Director for the
Gimbel Library of Parsons School of
Design, a division of the New School
for Social Refearch. The Director is
also Associate University Librarian.
The Gimbel Library's collection of
34:500 volumes, 57:000 sildes and
39:000 pictures serves as an information resource for Parsons. B.A. in
art history (or B.F.A. in art and
design), M.L.S., public service experience in an art, academic or
museum library are required. Two
years administrative / supervisory
experience are preferred.

Send letter of application and salary history by January 31, 1992 to: Beatrice Banu, Provost's Office, New School For Social Research, 68 West 12th Street, New York, N.Y.

UNIVERSITY OF GUAM

The University of Quain solicits applications to establish a list of eligibles for the following lenure or non-tenure track, full-time position (one-, two-, or three-year appointment):

INSTRUCTOR TO ASSOCIATE PROFESSOR OF LIBRARY SCIENCE

Educational Qualifications: A Master's Degree in Library Science from an ALA accredited library school is required. A second Master's Degree is highly destrable. A doctorate is required for an appointment to an Assistant/Associate Professor's rank. Minimum of two years' experience in original catalogling, and knowledge of and experience with OCLC are also required. Duties: This faculty member will perform original and copy catalogling using AACR2 and LC Classification. Occasional reference duties, with the possibility of weekend and evening hours, and the writing of external grant proposals for the development of the collection are expected. Besides teaching assignments. faculty members are expected to engage in research and community service activities as well as other assignments, such as academic counseling and advisement and serving on committees. Instructor \$40,498-\$58,982; Assistant Professor \$44,599-\$65,995; Associate Professor \$51,090-\$77,099 per annum. Submit current vita, official graduate transcripts, unofficial copies of undergraduate transcripts, three most current confidential letters of recommendation or placement file and request for official application to: University of Guam, Cecilla L. Salvatore, Chair, MARC Search Committee. For Personnel Services, 400 Station, Mangilao, Guam, 96925. To ensure full consideration, all application materials must be postmarked no later than March 1, 1992. For more information, call Personnel Services at (671) 734-9535/9350 or Call Dr. John Rider toll free at 1-800-821-9233. EEO/AAE.

MONTANA STATE UNIVERSITY Technology Education

COMMUNICATIONS TECHNOLOGY POSITION POSITION: Academic year (9 month) tenure-track assistant or associate professor of technology education.

RESPONSIBILITIES: Provide instruction, research, and service in the communication cluster. Teach other classes including 2-D and 3-D computer aided design and graphic arts. Serve on committees. Advise undergaduate and graduate studients. Service educational needs outside the department on and off campus. Technical and programmatic assistance to Architecture, Design and Agricultural programs.

REQUIRED QUALIFICATIONS: Fained ductorate in Technology Education or related area verified by date of application. Recurd of progressive achievement in teaching, research, service in communications area. Evidence of a communication to be involved deducation. Demonstrated record of professional organization participation.

PREFERENCE D QUALIFICATIONS: Work precisional organization participation.

PREFERRED QUALIFICATIONS: Work experience in the field of communications technology. Success at obtaining external funding. Electronics and synthetic materials processing experience.
EMPLOYMENT DATE: August 15, 1992.

APPLICATION: Send application fetter including complete vita, addressing the qualifica-tions above, and list 3 references with addresses and phone numbers to:

Dr. Ken Bruwolheide, Chairman - Communications Technology Search Committee
Apricultural & Technology Education - 126 Cheever Hall
Monitana State University - Buzeman, MT 597 17-0374
1406) 994-5777

DEADLINE: Screening of applications will begin on February 15, 1992 and continue until a suitable applicant is located

Veteran's preference, AA/EO

UNIVERSITY OF NORTHERN COLORADO



College of Education Special Education

Assistant/Associate Professor of Special Education, Position #20327 (tenure track). Earned doctorate from a regionally accredited institution in Special Education or a closely related field with an emphasis in teaching children and youth with emotional disturbance/behavior disorders and/or autism. Experience in public school/intervention agencies and scholarly activity preferred. Rospunsibilities include teaching Special Education courses, academic advising, grant writing, conducting research, supervision of student interns and other faculty duties. Starting date is August 22, 1992. Send letter of application, vita, transcripts of all graduate work, a copy of published professional articles and three current letters of recommendation. Send materials to: Dr. Allen M. Huang, Director, Division of Special Education, College of Education, University of Northern Colorado, Greeley, CO 80639. Review of applications begins March 1, 1992 and will continue until the position is filled. UNC is an ANEO employer.

General Education: Indiana Vocational Technical College, Realon 06 (Muncle, Andorson and Marion, Indianal Division of General Education, Chairperson, Qualifications: Master's degree required with experience in general/liberal education and developments susdies: A minimum of five (5) years' teaching experience preferably in a post-secondary accredited college with at least two (2) years' administrative/supervisory experience. The ideal candidate will possess a complete understanding of an dedication to the mission of a vocational technical two-year college. Starting date: March 1992. To ensure full consideration, send letter of interest and resure to: Respective of interest and resure to the resure to the resure to the respective of interest and resure to the resur

ba College, Salisbury, NC 28144, by March 1, 1992.

Geography: University of Nebraska at Omaha, Nebraska 5843-0198. Full-time, tenur-track position at Assistant Professor position at Discussion of Polyary 1, and will continue until position is filled. BEO/AA omployer.

Gender Studies: Director, Gender Studies (search extended). The University of Artansas at Little Rock invites nominations and addresses of five references, and a statement (three-page maximum) describing the candidate's philosophy about sender studies and its role in a comprehensive metropolitan university with a non-traditional student population. Materials should be forwarded to: Search Committee-Genderse of pagether with effective administrative and teadership abilities demogratized by a record of having successfully obtained areas, successfully obtained and comprehensive proposed by the cord of having successfully obtained and cord of having successful candidate will be cord of havi

mendation, and transcripts to: Dr. John F. Shroder, Jr., Chair, Department of Geography-Geology: Phose: 402/534-2663: Fax: 407/554-3518. UNO Is an AA/EOE. Women and minority candidates are especially depolitional teachers.

perience in generalitheral education and developmental sustices. A minimizary of five (3) years' teaching experience preferably it a post-secondary accredited college with at least two (2) years' administrative/supervictory experience. The ideal candidate will possess a complete understanding of an dedication to the mission of a vocational technical two-year college. Starting date: March 1992. To ensure full consideration, send letter of interests and resure to: Rebetah I. Barber, Mannaor, Employee Relations, indiana Vocational technical College, P. O. Box 3100, Muncle, Indiana 47307. An Equal Opportunity, Alimative Action State College. Women and minorities are encouraged to apply.

Geography: University of Nebraska at Chana, Nebraska 68182-0199. Full-time, technical party technical party to office, Alabama State University applications, indigent continual Assistant Professor tion is necessary for consideration by the Screening Committee. Official application form will be mailed upon request. An Equal Occorriually, Affirmative Action Employ-

A Bulletin Board notice will reach the audience you want to reach persons in academe.

WINONA STATE UNIVERSITY Winona, MN

applications for the following tenure-track Winona State University aculty positions:

Biology (3 positions)
 Chemistry
 Communication Studies

 Music
 Nursing (2 positions)
 Political Science Computer Science
Counselor Education
English

Counselor Education Foreign Langs, (Spanish)
 Health, Physical Ed. Psychology

Doctorate required; ABD considered, Starting date September 1992, Screening dates vary by position. For inquiries: Affirmative Action Office, Winona State University, P. O. Box 5838, Winona, MN 55987-5838. Phone numbers: (507) 457-5008, (507) 457-5198. Fax number: (507) 457-5586. If writing to inquire, please indicate the position(s) for which you would like position description(s).

Marketing
 Math & Statistics (2 pos.)

AAREO, Women, minorities, and disabled individuals are encouraged to apply.



English (Americanist)

Assistant Professor, tenure-track, starting Fall 1992. Americanist with specialization in the 19th century to teach composition, sophomore surveys, and upper-level courses in American literature. Desirable ancillary fields: Black literature, theory, Colonial American. Teach seven courses a year on a 4-1-4 calendar. Ph.D. required; demonstrated excellence in leaching writing and literature preferred. Send letter of application, curriculum vitae, and three or more letters of reference to: Thomas C. Beatle, Chair, Department of English and Theatre Arts, Hartwick College, Oneonta, NY 13820 by January 22, 1992. Women and minorities encouraged to apply. An Equal Opportunity Employer.

WHITWORTH COLLEGE

Two full-time faculty, tenure-track positions in the School of Education beginning August, 1992

Director, Master in Teaching Direct the Master in Teaching (MIT) degree program, teach Elementary or Mid-die Level Methods classes, and supervise practicum experiences for MIT stu-

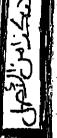
dents.
Assistant/Associate Professor of Education
Teach undergraduate and graduate courses in elementary and/or middle level education, and supervise student teachers.

Successful candidates (or each of these positions will have (1) an eamed doctorate in Elementary Education, Middle Levol Education, Reading or related area, (2) a minimum of three full years of successful public school teaching experience at the elementary or middle level, plus other qualifications. To apply, send (1) letter of interest, (2) résumé/vita, and (3) names, addresses and telepisone numbers for three references to: Education Search Committee, Office of Human Resources, Whitworth College, Spokane, WA 99251-0103. Applications will be accepted until 1/31/92.

Whitworth College strongly encourages women, persons of color, and persons with physical limitations to apply. Whitworth College reserves the right to extend the search proceedings beyond those dates identified in order to assemble an adequate number of qualified applicants.

invites applications for a tenure-track posi-tion in Geomorphology-Cleohydrology at the Assistant Professor level. The nuccess-ful candidate aiquid be prepared to teach introductory scology, environmental scol-ogy, and aginering scology as well as the above priosery specialities. A Ph.D. is re-quired and a commitment to undergraduate teaching is essential. The position will be open for the Pall, 1952 term. Closing date is March 15, 1992. Send résumé, statement of





SCHOOL OF BUSINESS FACULTY POSITIONS

UNIVERSITY OF SOUTHERN INDIANA

Situated in southwestern Indiana near the Obio River, the University of authern Indiana has an emollment of 2,000 students. Its 400 acre cam southern transian has an entollinear or 2,000 statement is stated acter carri-posts incated outside Evansville, Indiana, a city of 126,000. The loca-tion offers opportunities for country, suburban, or city living with easy access to diverse cultural activities. The 5-th vol of Business is housed in new (activities, funcilment includes 1600 undergraduate majors and 200 part-time MBA students. Full-time faculty will number 32 for the 1992-

The University of Southern Indiana School of Business invites applica-tions for Three-tenure Track Teaching positions beginning in August 1992. Salaries and fringe benefits are competitive for qualifications and

MANAGEMENT INFORMATION SYSTEMS. Primary teaching responsibility includes undergraduate and graduate Management Information Systems or management information systems or management information systems desired. Should possess a high degree of interest in teaching, applied research, and community sovice. A proven record of successful teaching experience and research is preferred. Advanced doctoral candidates will be considered. Contact: Or. Larry Aip, Department Chair.

MANAGEMENT. Primary leaching responsibility includes undergradu and and graduate classes in Management, Organization Behavior, or Human Resource Management. With responsibility for the Small Business Management program. Dortorate in Management preferred; ABDs with demonstrated business experience will be considered. Evidence of theoretical or applied research desired. Contact: Dr. Barbara Marting, Department Chair.

ACCOUNTING. Primary teaching responsibility includes undergraduate and graduate classes in Accounting with an enuphasis in auditing. Doctorate in accounting and experience in auditing preferred. Advanced doctoral students with experience will be considered. Evidence of theoretical or applied research is desired. Contact: Dr. Mehmet Kocakulab, Department Chair.

To apply, submit letter of application, curriculum vitae, and names o three professional references by February 15, 1992, to the appropriate

al: School of Business University of Southern Indian 8600 University Boulevard Evansville, Indiana 47712

Mount Ida College School of Liberal Arts

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Full-time Faculty Opening in Communications

Mount ida College in suburban Boston seeks a full-time faculty member with college teaching experience for proposed B.S. program in Communications, with anticipated implementation date of Fall 1992. The successful candidate will focus on one of the following areas:

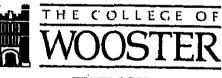
Media Production: Doctorate or related terminal degree plus industrial or broadcasting experience in recording and editing of audio and video tape. Possible courses: Video Production, Audio Production, Media Management and Planning, Broadcast Journalism, Induduction to Mass Communications, Documentary and Features, Media Presentations.

2) Journalism/Writing: Ph.D. plus professional experience in print or alectronic newsrooms and familiarity with word processing and either ENG or deaklop publishing. Possible courses: Newswriting and Reporting. Literary Journalism, Advanced Editing and Stylistics, Writing for the Media, Documentaries and Features, Communications Ethics Seminar, Introduction to Mass Communications.

3) Professional Communications: Doctorate and work experience in cor protessional Communications: Doctorate and work experience in corporate, governmental or a large non-profit organization plus expertise in citier desktop publishing or presentations. Possible courses: Organizational Communications, Introduction to Communications, Advertising, Business or Professional Communication, Intermediate Composition, Corporate/Industrial Media Planning and Production.

Send letter of application, curriculum vitas, and three letters of recommenda-tion to Academic Offices, Mount Ida College, 777 Dedham St., Newton Cen-ter, MA 02159 by January 24, 1992. No telephone calls please. EOE.

والمراجع والمراجع الرواية والمتلاو والمستورين أكان والمتراو المستوراة ألم هاي والأن يحدو أشاراتهم



FRENCH

Tenuro-track, beginning Fall 1902. Assistant Professor level. Specialist in foreign language pedagogy or Franch/Prancophone civilization. Teach lenguage courses at all levels and courses in specialization. Upto-date knowledge of feaching methods, materials, technologies, and proficiency-based teaching preferred; native-speaker sbillty. Ph.D. required. Applications received by Morch 1, 1902, will receive full consideration. Letter, résumé, and three letters of reference to David Wilkin, Chair, Department of French.

The College wishes to ensure that the search identifies qualified women or minority candidates. Applicants belonging to these groups are encouraged to identify themselves if they wish. The College of Wooster is an independent liberal aris institution with a commitment to excellence in undergraduate education. AAJEOE.

Geological Sciences: Mineralogist-Petrosist. The Department of Geology/Geography at Olio Wesleyar University invites applications for a tenus track position to teach Mineralogy. Petrology and Physical Geology. Additional opportunities exist for traching act at the undergraduate level in the applicant's apecial area of interest and dependent on departmental needs. The position will begin in late August, 1992 and requires a person with Ph.D. in hand or near completion. The applicant should have a strong interest in tenching as well as

GALLAUDET UNIVERSITY Faculty Positions

Gallaudet University, the world's only university for deaf students, has probable faculty positions for the Fall of 1992, pending adequate funding. Faculty positions have been tentatively identified as follows: English, History, Psychology, Math/Computer Science, Sociology College of Arts & Sciences: Or, Robert Williams, Dean

School of Communication: Sch. of Education & Human Svcs: Dr. David Martin, Dean

School of Management: Dr. James Speegle, Dean School of Prepatory Studies: Dr. Ann Davidson, Dean

Television, Film & Photography Educational Foundations & Research Physical Education & Recreation Computer Information Systems

Required: Master's in discipline plus willingness to pursue studies in a doctoral program in the field or an allied area; willingness to learn sign language. Preferred: Earned doctorate in field plus teaching experiences; knowledge of dealness and/or skill in sign language.

Rank and salary are negotiable; tenure-track, regular non-tenure track and

Because of its mission of serving deaf students, individuals who already possess sign language skills or who are deaf are encouraged to apply. Qualitied individuals without these skills must be willing to attend an 8-week orientation program for training in sign language and fingerspelling. For complete job announcements, position requirements, and application deadlines, write to the:

The appropriate School Dean Gallaudet University 800 Florida Avenue, N.E. Washington, D.C. 20002

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

DEPARTMENT OF AFRICAN STUDIES Wayne State University **Faculty Recruitment** 1992-93

Two tenured or tenure-track faculty searches are underway in the Department of African Studies at Wayne State University. Rank and salars ones.

salary open.

The successful candidate for this position will be required to teach courses in one or more of the following areas: the economic development and regional and international political economy of the African and Caribbean states; the cultures and folklore of Africa and the diaspora; and/or the relationship between culture and economic structure, organization and behavior in Africa and the diaspora. Ph.D. in development economics or economic or cultural anthropology preferred, but other relevant social science discipline or interdisciplinery field will be considered. Candidates with Caribbean specialization are especially welcome to apply.

The successful candidate for the second position will teach courses in

The successful candidate for the second position will teach courses in Black social and political thought, Black political economy and development, and African Americans and public policy among others. Ph.D. In political science or sociology preferred, but other relevant social science discipline will be considered. Candidates with specializations in public policy, urban sociology, labor economics or labor history are especially destrable.

Applications for the two positions received by January 15, 1992 are assured full consideration. Send curriculum vitae, three academic references, and samples of research papers/publications to Chair, Search Committee, Department of Africana Studies, Wayne State University, 51 W. Warren, Detroit, Michigan 48202, Wayne State University is an Affirmative Action, Equal Opportunity Employer.

LaSalle University Department of Education

The Department of Education invites applications for two lenure track assistant professor positions in its unique integrated elementary and special education program. Program theme focuses on child and adolescent development. The university seeks energetic faculty who will make immediate contribu-

Preferred candidates will have an earned doctorate in elementary education and/or special education and should be prepared to supervise and teach in any combination of elementary, special and general education courses. ABD considered. Minimum three years' classroom teaching experience. Preference given to candidates with college teaching experience and avidence of research scholarship.

Salary competitive. Application letter, vita, three current professional references, official graduate transcripts to Dr. Maryanne R. Bednar, Department of Education, LaSallo University, Philadelphia, PA 19141. Deadline: 1/30/92. AA/EOE, Women and minorities are encouraged to apply.

co camera and monitori, attudent petro-graphic and stereozoom microscopes, and this sectioning equipment. The faculty in-cludes three full-time readogusts and two secographers. Applicants should forward leiters of application, curriculup vine, of state and tropic actions at the control of scurraphers. Applicants should forward leiters of application, curriculum vitae, official academic transcripts, and three leiters of recommendation for Dr. John Tillman. Department of Geolopy/Goography, Ohio Wesleyan University, Delawars, Ohio Wesleyan University, Delawars, Ohio Wesleyan University, Delawars, Ohio 43015, by January JS, 1992. Application materials received after this date may be considered until the position is filled. Salary and rank will depend on applicants qualifications and experience. Ohio Wesleyan University is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apoly.

est in an area other than Africa or South Atla. Involvement in teaching in the Environmental Studies and international Relations Programs is expected. Applicants though have strong commitments to undergraduate teaching in a Hoeria arts college, to research the other arts college consortium along with Amherst, riampathre and South Colleges, and the University of Massachusetts. Mount Holyoke is committed to fostering multi-cultural diversity of Massachusetts. Mount Holyoke is committed to fostering multi-cultural diversity in its faculty, staff, and students; is an Affirmative Action, Equal Opportunity Remolever; and especially encourages women and enfortures to apply. Submit letter of application, curriculum vitee, statement of teaching and research goals, responts of similacent publications and three letters of efference by 31 I January, 1992. DEC 91-190. Apoly: Dr. Girma Kebbede, Chair, Search Committee, De-

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SOUTHEAST **MISSOURI** STATE **UNIVERSITY**

Counselor Educator

The Department and University: Southeast Missouri State University is a regional, multipurpose institution amolling nearly 9,000 students. The Department of Educational Administration and Counseling has 17 full and partiage faculty in six program areas. Cape Citardeau is a community of 40,000, 120 miles south of St. Louis on the Mississippi River.

Position Description: To teach graduate courses in a master's degree program leading to certification as a school counselor and/or a license as a professional counselor in Missouri. Advising of muster's students and teaching of some undergraduate courses in the helping skills expected. Teaching experitse, scholarship, and cooperative activities with local schools and agendes

Appointment: Assistant professor, August, 1992. Salary commensurate with education and experience.

Requirements: Doctorate in counseling education, psychological counseling or an equivalent discipling required. Experience as an elementary/secondary school or agency counselor required. Must be eligible for licensure as a professional counselor in Missouri. Specific knowledge and skills in psychometrics and/or exceptional child education required. One or more of the following desired: student personnel in higher education, drug and alcohol abuse, and/or gerontology. Experience in program management and supervision of counselors desired.

Applications: Applications received by January 31, 1992 are assured of consideration; however, position will remain open until filled. Send letter of application; current vita; transcripts; evidence of successful leaching, research and publication; and three letters of recommendation to:

Dr. Ada L. Cruce, Search Committee Department of Educational Administration and Counseling Southeast Missouri State University Cape Girardeau, MO 63701 Phone: 314-651-2417

Southeast Missouri State University is an equal opportunity, M-1², affirmative action employer

COUNSELING PROGRAM

Dept. of School Psychology and Counseling University of Cincinnati

Assistant/Associate Prolessor. The Counseling Program in the Department of School Psychology and Counsoling, University of Circ cinnall, seeks to fill a full-time, tenuro-track position in counseling at the Assistant or Associate Professor level. Responsibilities will likely include coordinating the school counsuling concentration area; teaching and advising masters and dectoral students; program, department, and college governance activities, community and professional service; research and scholarship. Hank and salary will be based upon background and experience. Applicants must have an earned doctorate in counseling or a closely related field and should have competence in resourch and grant writing Interest in school counseling and expertise in child, addrescent, and/or family counsel ing are highly desirable. Academic training in an APA accredited counsaling psychology program is doment but not required. Women, minorities, and persons with hundraps are strongly encouraged to apply. Send letter of application, curriculum vita, transcripts of graduate work, and three letters of recommendation by February 15, 1992, to:

Dr. F. Robert Wilson Director, Counseling Program Dopt. of School Psychology and Counseling University of Cincinnati Cincinnati, OH 45221-0002



Affirmative Action Equal Opportunity Employer

Appalachian

Chairperson, Department of English

Appalachian State University seeks a chattperson to lead its that or and energent Department of English. The charperson administs is a advenire, and away, personned, and budge lay affairs for over 230 majors, 39 full time faculty, 24 just time faculty and teaching assistants, and an M.A. program. Undergraduate degrees include a B.A., B.S. authors in certification, and properced B.F.A. in creative writing. The department provides general education courses in writing, breature. Idea, and forbine and works with other departments developing writing courses on Appalachiants news one currential budge departments developing writing courses on Appalachiants, budges, were not violes, and Appalachian studies programs. The English department haves one gradies of democratic decision making, active teaching and wholership, university and regional service, and dedication to the full development of students and faculty. The department service, and dedication to the full development of students and faculty. The department service and deficiency leadership and interpersonal fields.

Professor; possess a proven rounninger, to each it may in teathing, see an extension ships and have experience in a last mix administration. Can prosition is competited depending on experience and qualifications. The approximated starts but 1, 1922.

Send letter of anotheritor, amounts of the competition of the comp Send letter of application, curriculum vitae, and native, additioner, and phone number of three references to Dr. Lynn Moss Sanders. C. hair, English Search, c'to Dean of Ani and Sciences, Appalachian State University. Beane, NC. 28688. Applications must be received by 5 p.m., Federary 28, 1992. Applications, a member of the University of North Camilina, convex 11,000 students and is an Equal Opportunity Employ Cristorialy committed to hiring women and immentions.

pariment of Geography and Geulogy, phone: 413-338-2278/2004. Fax: 413-538-2512.

German / French: F-124 German/French tenure track position. Mensifield University has an opening for a full-time tenure track.

BULLETIN BOARD: Positions available



NOVICE G. FAWCETT CHAIR

Department of Educational Policy & Leadership

(Starting Date Autumn, 1992)

The College of Education at The Ohio State University seeks nominations or applications for the Novice G. Fawcett Chair in Educational Administration. The Fawcett Chair is one of very few endowed chairs in educational administration. Nominees and applicants should be leaders with national visibility in the field of education. Candidates with experience in national visibility in the light of education. Candidates with experience in urban education preferred. The past two holders of the Chair have been Professor Roald Campbell and Professor Luvern Cunningham. Nominees and applicants will be considered from the broad array of fields concerned with educational policy analysis and the leadership and organization of educational institutions.

The closing date for this position will be March 1, 1992 or until the position is filled. A letter of intent, along with a curriculum vitae, and the names, addresses, and phone numbers of at least three references should

Dr. Donald P. Anderson, Dean College of Education The Ohio State University 127 Arps Hall 1945 North High Street Columbus, Ohio 43210-1172

An Equal Oppurtunity, Affirmative Action Employe Women and minorities are encouraged to apply.

FACULTY POSITION **ANNOUNCEMENTS**

Founded in 1837, Cheyney University of Pennsylvania, the oldest historically Black institution of higher learning, is located 18 miles southwest of Philadelphia and is one of the 14 universities within the Pennsylvania State System of Higher Education. Cheyney is now inviting applications for the following faculty positions: FOREIGN LANGUACES (Spanish) - Full-time, tenure track position. Teach introductory and advanced courses in Spanish

FOREIGN LANGUAGES (French & Spanish) - Full-time, tenure track position. Teach introductory and advanced courses in French and Spanish.

A Master's Degree (PhD proferred) and at least 3 years' teaching experience are required for both positions.

Cheyney offers a competitive salary (mak and step based on education and experience) and a complete benefits package including tuition free education for employees and their dependents. Send letter of application, resume and official transcripts with 3 letters of reference to: Mr. Fred Tucker, Director, Human Resources, Cheyney University, Cheyney, PA 19319 before Friday, January 17, 1997.

Cheyney University is an Equal Opportunity/Affirmative Action Employer.





MUSIC (INSTRUMENTAL) HARTWICK COLLEGE

Assistant Professor, tenure-track, starting Fall 1992. Conduct the wind ensemble, jazz ensemble, and other chamber ensembles. Teach courses in the department's core program and/or courses for non-majors. Preference to candidates who are experienced performers, interested in conducting an ensemble in Hartwick's summer music program, the New York State Music Camp Institute, and understand the role of music in a liberal art state. liberal arts setting. Doctorate preferred. Send three current letters of reference, résumé, placement folder by April 1, 1992 to: Steven Zvengrowski, Chair, Department of Music, Hartwick College, Oneonia, New York 13820. No tapes or manuscripts now. An Equal Opportunity Employer

clude a Ph.D. in German with a strong background in French (that is, residence in a francophone country and teaching the anagasae, or significant graduate work in it). ABD minimal. A third foreign language could be a strong uses. Teaching in higher education preferred. Salary commensurate with qualifications and experience. Effective start date will be Pall Semuster (August, 1992). Send letter of intent, résumé, three current letters of reference, and transcripts to: Position F-124, Human Re-

sources Dopartment, G-1 Alumni Hzil, Mansfield University, Mansfield, Pennsyl-vania 16933. Deedline for completed appli-cations to March 13, 1992. Mansfield Uni-versity is an Affirmative Action Employer and encourages the applications of women, minorities and the hundicapped.

Department of Mass Communications ST. CLOUD STATE UNIVERSITY

St. Cloud, Minnesota The Department of Mass Communications at St. Cloud State University. St. Cloud, Minnesote, is seeking qualified candidates for a lenure-track Assistant Professor position to be filled for Fall 1992.

Assistant Processor position to be filled for fall 1992.

The department is one of the larguest units in the College of Fine Arts and Humanilies. It is a growing program with 350 majors and about 400 premajors enrolled in four academic sequences of news aditorial, broadcasting, public relations, and advertising. The department is ACEJMC accredited and has a professional graduate program leading to a Master of Science in Communication Managoment. The department places a strong emphasis on professional training and preparation of students for careots in the communication industry.

Scholarly and professional activities are supported by the department and university. International teaching is available at seven SCSU conters world-wide. Support for faculty professional travel is guaranteed in the collective bargaining agreement.

ASSISTANT PROFESSOR LEVEL POSITION: UNDERGRADUATE AND GRADUATE LEVEL TEACHING

POSITION RESPONSIBILITIES: Teaching besit, and advanced and graduate level mass communications courses in public relations and/or advertising and core courses. Additional responsibilities such as professional development and departmental committee assignments are included.

POSITION QUALIFICATIONS: Ph.D. in communication or a doctoral degree in a field appropriate to the program is required for tonure. All) considered, in addition, a strong professional background relevant to the teaching laterest in international and cross-cultural mass communication is a departmental priority as is attracting qualified female candidates. Candidates who meet qualifications must mail by January 31, 1992; aj an application letter, b) vite, c) 3-5 recent letters of reference, d) official copies of transcripts to:

Dr. Amde-Michael Habte Chair, Search Committee Department of Mass Comm St. Cloud State University St. Cloud, MN 56301

THE UNIVERSITY OF TEXAS AT DALLAS ASSISTANT PROFESSOR - ARTS AND PERFORMANCE

Theatre and Performance

Applications are invited for a tenure-track Assistant Professor in Arts and Performance (Theatre and Performance). We seek an artist/scholar who is interested in participating in the continuing growth and development of an interdisciplinary program integrating the srts and humanities through the interaction of both theory and practice. The School of the Arts and Humanities offers an undergraduate BA in Art and Performance, Historical Studies, and Literary Studies, and a graduate program that leads to the MA and Ph.D. degrees in Aesthetic Studios, History of Ideas, or Studies in Literature, Candidates should have a record of accomplishment in performance (particularly directing) and an interest in contemporary performance theory. The position requires someone who can teach at both graduate and undergraduate lovels. The appointment will begin Soptember 1, 1992. Consideration of applications will bogin January 15, 1992 and continue until the position is filled. Send vita, three recent letters of recommendation, and representative sample(s) of work by January recommendation, and representative sample(s) of work by January 15, 1992 to:

Academic Search #174 The University of Texas at Dalias P. O. Box 880688 Richardson, TX 75083-0688

The University of Texas at Dallas is an Affirmative Action, Equal Opportunity Employer.

<u>alaska pacific</u>

Assistant / Associate

Professor of Management

(Finance)

Iolai faculty appointment in Management and Organizational Administration (Degree Completion). Primary
area of leaching is finance. Barsed
doctarate required (or near completion). Effective date of this aine-month
appointment is August 15, 1992. Selary
DOB. Benefits include life and health
insurance, and TIAA-CREF retrement. Deadline for applications is Feb.
1, 1992 or until filled.

Send résumé, transcripts, and three letters of recommendation to Dr. Omer Carey, Alaska Pacific Universi-is, 4(10) University Drive, Anchorago, Alaska 99508.

Counselor Education North Dakota State University

July 1, 1992. Assistant Protessor, 12-month, tenure track. Seeking person to teach graduate courses in counselor ed-tontion with options in chook chemical dependency, and cinical/mental hashin counseling Other responsibilities would include internship supervision, profes-eional service, and research. Doctorate with two years' counseling experience and eligible for professional credential of k-muse in area of specialization. Universi-ty teaching and scholariy activity very destrable. Salary, comparitive. Appli-cants should send complete vite, official transcripts and law of references to.

Dr. Robert C. Nielsen Search Chair School of Education North Dakota State University Fargo, North Dakota 58105

Closing Date: Jaruary 31, 1992 or until position is filled. NDSU is an Equal Opportunity, Affirmative Action Employer.

Loudoun Campus. Pull time. Must have expertise in Computer Graphics and Illustration, ability to teach Typography and Advertising Design. Responsible for directment. Bacholor's degree with a major in

A calendar of forthcoming meetings, conferences, workshops, and institutes of mportance to scholars and college administrators —

every week in The Chronicle.

COLLEGE



Alice Andrews Quigley Chair in Women's Studies

Mills College invites nominations and applications for the Alice Andrews Quigley Professorship in Women's Studies. We seek an experienced and committed teacher-scholar to chair and enhance the existing program in Women's Studies and teach courses at both introductory and advanced levels. Candidates should have a strong teaching and publication record in women's studies. All aross of concentration within women's studies will be considered, but we especially seek candidates with an interest in history, philosophy, political science, psychology, and sociology. Appointment level (from Assistant Professor to Full Professor) commensurate with experience.

Qualified candidates should have extensive undergraduate teaching and administrative experience, strong leadership and communication skills, and a demonstrated commitment

Founded in 1852, Mills is a private, non-sectarian, selective, liberal arts college recently rededicated to the education of women at the undergraduate level.

The deadline for nominations and applications is February 1, 1992. Send letter of application or nomination with eurriculum vitae to:

> Women's Studies Search Committee MILLS COLLEGE 5000 MacArthur Blvd. Oakland, CA 94613-1301

MUSIC THEORY/COMPOSITION



The School of Music Invites nominations and applications for a full-time, tenure-track appointment at the rank of assistant professor to teach undergraduate and graduate music theory and composition and related technological areas. Minimum Qualifications: completed doctorate in Music Theory and/or Composition (Ph.D., D.M.A., or D.A. are all acceptable); at least three years' college level teaching expertence and a documented history of professional productivity. Preferred Qualifications: Both graduate and undergraduate teaching experience; reasonable degree of computer literacy. Salary is commensurate with experience and education. Applicants should send a complete curriculum vitae, three letters of reference current his scademic year is credentials file may be sent if letters are current), a short list of additional references who may be contacted, and a certified transcript copy of the highest degree samed to Dr. Cleve Scott, Chair, Music Theory/Composition Search Committee, School of Music, Ball Slate University, Muncle, IN 47306-0410. Scores, tapes and/or scholarly papers will be requested of finalists; please do not send these materials until requested. Formal review of applications begins on February 15, 1992 and will continue until the position is filled Ball State University is an institution of more than 20,000 students located approximately 50 miles northeast of indianapolis. The School of Music offers Bachelor's Master's, and Doctoral level degrees and has an encollment of approximately 425 undergraduate students and 80 graduate students.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

GETTYSBURG

Religion

A full-time, one-year sabbatical replacement (1992-1993) in the Department of Religion for a specialist in the religions of East Asia (e.g., Buddhism, Coniucianism, Taolsm, Shinto). Preference will be given to candidates with an interdisciplinary perspective who will be able to contribute to the College's offerings in Women's Studies. Gettysburg College is a highly selective liberal arts college located an hour and one-half from the Baltimore/Washington area. It is an Equal Opportunity, Affirmative Washington creat. It is an Equal Opportunity, Antimative Action Employer; women and minorities are encouraged to apply. Send applications. Including curriculum vitae and names, addresses, and telephone numbers of three references to Louis Hamman, Chairperson, Department of Religion, Gettysburg College, Gettysburg, PA 17325; telephone: 717-337-6784. Applications received by February 15 will be given fullest consideration.

Communication Design or related field and two years' full-lime related occupational experience required. Master's degree, extensive experience and teaching ability desired. Sept application or resume, at least



Rollins College

Winter Park, Florida

CHAIR, PHYSICAL EDUCATION DEPARTMENT & DIRECTOR OF ATHLETICS

Rollins College invites applications and nominations for Chair of the Physical Education Department and Director of Athletics. This is a tenure track faculty position which reports to the Provost. The position has administrative responsibility for physical education, intramural and intercollegiate athletic programs.

Rollins is a private liberal arts college of 1450, nationally recognized for its athletic excellence and its firm commilment to academic priorities. Rollins sponsors 15 intercollegiate teams and is a competitive member of NCAA Division II. The College requires all students to complete four semesters of physical education; partici-pation in wellness and recreational activities is encouraged. The Chair/Director administers a \$2 million budget and a 30 person staff. We seek candidates who appreciate the role of athletics in a liberal arts community and who are committed to the academic achievenents of student athletes.

Candidates should have at least five years experience in physical education and athletic administration and proven abilities in teaching, curriculum development, roaching, recruiting, personnel management, facilities exercination, budget planning and implementation, fundraising, and public relations. Candidates must be able to ensure strict compliance with NCAA and conference regulations. Doctorate is required

Salary is competitive and commensurate with experience and credentials. Candidates should submit a letter of interest, a curriculum vitae and names and phone numbers of three references. Screening of candidates will begin February 14.

Nominations and applications should be directed to: Search Committee for the Chair of Physical Education and Director of Athletics Office of the Provost, Rollins College 1000 Holl Avenue-2712, Winter Park, FL 32789.

Rollins College assures on equal employment opportunity through a continuing and effective affirmative action program. Minorities and women are encouraged to apply.



■ College of Management ■

Tenure-track positions, all ranks, for undergraduate and MBA instruction in departments of Accounting/Pinanco and Marketing 9/1/92. Areas of particular need include: financial and managerial accounting; financial theory, financial man-egement; marketing research, and marketing management. PhD/DBA in appropriate discipline required; candidates nearing completion of degree may be considered. Salary and penefits competitive. Send vitse and cover letter to:

> Lai Chugh, Chair, Finance/Accounting or Mary Lou Roberts, Chair, Markeling; UMass-Boston, Boston, MA 02125-3393. Applications received by 1/31/92 given priority consideration.

The University is an Affirmative Action/Equal Opportunity/Title IX Employer.

University of Massachusetts **Boston**

icos: Master's degree in Graphic Deales, Commercial Art or related field required. A record of previous professional experience with knowledge of all aspects of the graphic design profession getfarred. Successful postsecondary teaching experience in the primary grees intended preferred. Must show the monstrated interest in research/scholarly activities and professional organizations activities. Responsibilities: Teach undergraduate courses in the seaso of conflicting typography, advertising layout, mechanical preparation, basic primiting processes, and/or merker rendering. Advise and relister students; statist students with programs waltustion and development. Participate in committee givel venes all program, coding and university levels. Engage in yelobasty research and professional activities during a determined. Application deadlines Murch 15, 1992, or until suitable applicant in found. To apply, send better of preference, and 20 stides of student and professional

work to: Timothy R. Tully, Acting Director, CTC/Architectural Studies, Interior and Graphic Design, 410 Quigley Hall, Southern Ellinois University at Carbondale, Carbondale, Illinois 62201, SIUC is an Affirmative Action, Equal Opportunity Employer.

Graphic Design/Museum Administrations Graphic Designaficaeum Administrations Campic Designer Callery Director, Assistant Professor, Tetture track. Salary and benefits compellitive. Start late August, 1992. Required: MIA or equivalent; professional experience at collegefuniversity level; commuter appelics expertise; milery management skills; ability to develop graphic arts and gallery programs. Sympoty with aims of Caristian Beral arts college. Preferred: art history and/or art education experience; withmaness to teach general education courses. Responsibilities: (each Layout Deslign; Deslips Production and Techniques; Computer Graphics Deslign; Photosraphy; Cullery Techniques-Management; Art History; direct Gallery program. Inolade letter of application, curticulum vitae with exhibition record; ten allides of own work, aldes of student works encouraged—labeled in plastic steeves. Open until filled. Soud to: Atlanc C. Frick, Chair, Department of Art, Warthers College, 222 Night Street NW, Waverly, Iowa 50677. AAEOE.

POST - DOCTORAL ASSOCIATE

Conceptualize and execute synthesis and evaluation of inhibitors of S-adenosylhomocysteine hydrolase and other chemicals. Techniques in-clude chromatographic separation methods, spectroscopic methods and polarimeter. Purify and assay of target enzyme. Measure and calculate kinetic constants. Perform molecular modeling. Document results and prepare reports for publication. MIN. DEC.:

Ph.D. (or completion of all coursework therefor).

Major field of study in Medicinel Chemistry or Pharmaceutical Chemistry (with concentration in synthesis, evaluation and computer modelling of enzyma inhibitors.)

Proficient in laboratory tachniques including: HPLC, Medium Pressure Liquid Chromatography, Column Chromatography, MS, FT-Nuclear Magnatic Resonance Spectroscopy, Infrared Spectroscopy, Ultraviolat Spectroscopy, Polarimater, Protein purification, enzyma assay and Fluorimater.

Demonstrated advanced knowledge and ability in the measurement

Demonstrated advanced knowledge and ability in the measurement and determination of kinetic constants (including reversible and irraversible enzyme inhibition).

40 hrs/wk. \$24,500/vr

Must have proof of legal authority to work in the U.S.

The job order # for this job opportunity is KS 1903113. Please apply at: Lawrence Dept. of Human Resources, 833 Ohio, Lawrence, KS 88044-0588, (913) 843-0531 or refer to job order # when submitting a resume to the above referenced office. Do not submit resumes to Allen Certification Officer.

UNIVERSITY OF ALASKA SOUTHEAST

School of Business and Public Administration

Two tenure track positions in public administration will be filled at either the assistant or associate professor level. The successful candidate for one position will be prepared to teach the traditional literature of public administration, including organizational theory. For the second position, preparation to teach public finance will be critical. Beginning date is August 1992. For both positions, minimum qualifications include a Ph.D. or DPA in public administration, political science or a closely related discipline. Appointment at the assistant professor level requires demonstrable promise as a teacher and publishing scholar. Associate rank will be considered for those with established records of leaching and research. Salary is competitive and commensurate with experience.

For either of these positions, submit a current vita, names of three references, and examples of written work to:

L. A. Wison II, Dean School of Business and Public Administratio University of Aleska Southeast 11120 (Sicker Highway Juneau, AK 99801

The University of Alaska is an affirmative action, equal opportunity employer and educational inefitution. Women and minority candidates are particularly encouraged to apply. Proof of U.S. citizenship or eligibitity for U.S. employment will be required for employment. Closing date is March 1, 1992 or until position is filled.

MENTOR/PROGRAM COORDINATOR

FULL-TIME

(Search Extended)

SUNY/Empire State College, seeks faculty member (field open) to direct its FORUM program, Syracuse, NY beginning 8/1/92. FORUM is a specialized program for managers leading to the baccalaureate degree. Students entering the program are sponsored for admission by their employers. Responsibilities: Academic design & development; program management; coordinate student services; recruit students: & mentor a 1/2 time student load. Doctorate, appreciation for liberal arts-based management education, & demonstrated ability to interact effectively with a variety of constituencies regid. Preference given to demonstrable leadership skills in program development & mgmt, & exp. wiaduli students & the corporate community. Letter & résumé by 1/24/92 to: Dr. James S. Pula, Associate Desn/NCC, SUNY/ESC, 28 Union Ava., Saratoga Springs, NY 12866. AA/EOE.

research/scholarly netivities and professional organization/scholarly netivities and professional data saying SAS (CMST/SO), LDMDEP and TSP stallatical packages, background netic that the same professional service and establishment of combining time steps and erost-ection and register students using SIS; assist students with program-retated problems. Coordinate health care monagement intenships. Furticipote in program evaluation and development. Participote in program evaluation and development. Participote in committee involvement at program, college and university levels. Engage in scholarly research and professional service and other duties as determined. Application desdine: March 15, 1992, or until untable applicant is found. To apply, sand letter of intensic corrections of Advanced Technical Studies, Scuthern limited University of Advanced Technical Studies, Scuthern limited University of Studies, Scuthern limited University of Studies, Scuthern limited University of Advanced Technical Studies, Scuthern limited University of Studies, Scuthern limited Universit

Health Care Administration: The College of Technical Careers at Southern Illinois University at Carbondaic is seeking qualified applicants for the position of Assistant Professor within the College's Health Care Management program beginning August 16, 1992, or until acceptable applicant is found. This position is a une-month tenure-track position. Qualifications: Emmediacotorate and/or appropriate terminal desses in health-norship and management, public health administration, and/or longerm care required; the thin the constant professor in the primary teaching apprehencing the principal apprehencing the primary teaching apprehencing the primary

Health Evaluation: Evaluation Specialist.
The East Texas Area Health Education Center, a new program of The University of Texas Medical Branch at Galveston, Texas, is seeking an individual to assist in the design, development, implementation, and management of a comprohensive program evaluation strategy, including program, center, and curriculum evaluation, including program, center, and curriculum evaluation, includes work with Medical School, Nurring, and Allied Health Iscuity, Master's degree in a related field and five years' experience in program evaluation are required, Salary commensurate with education and experience, Send cover letter and curriculum vitac by January 15, 1922 to Steven R. Shaton, Associate Director, Fest, Tower Res. Shelton, Associate Director, East Texas AHRC, 123 Rosenborg, Suite 7001, Galves-ton, Texas 77355, 10756, UTMB 13 an equal opportunity M/F/H/V Affirmative Action Employer, UTMB only hires individuals authorized to work in the United States,

Health Studies: Chairperson, Eastern Hi-nois University, Charleston, Illinois 61920, Beginning July 1, 1992, Provide leadership in Department of Health Studies including coordination and expansion of presently skialing programs in addition to assuming primary role in development of politiconal undergraduate and graduate offering, as ap-propriate. Twelve month administrative appointment with maximum of half-time teaching during scadenic year. Emphasis is on program promotion; student and fac-ulty recruitment and retention; develop-

Historic Preservation/History: Two posi-tions to begin August 24, 1992. (1) Asso-ciate/Assistant Professor. Coordinator of growing undergraduate Historic Preserva-fion Program which attracts students as-thorously, Ph.D. and successful teaching as-thorously, Ph.D. and successful teaching as-thorously program of the professor and a employment based on curricular needs. Teach a range of historic preservation. Coursely recruit and adviso students; devel-

FACULTY/ RESEARCH POSITION

URBAN POLICY ANALYSIS/HOUSING/ COMMUNITY DEVELOPMENT

The Graduate School of Management and Urban Policy, a division of the New School for Social Research, seeks candidates with teaching and research interests in housing and community development for a full-time faculty appointment in its Urban Policy Analysis and Management program or Nonprofit Management program. The ideal candidate would have qualifications and interests appropriate for a joint appointment as Senior Research Associate in the Graduate School's Community Development Research Center.

The Graduate School offers four interdisciplinary Master of Science degree programs for entry level and mid-level professionals; curriculum in the school-wide core courses and in each of the programs emphasizes the interrelationship of theory, practice, and social responsibility. The Center conducts applied research on community-based approaches to the economic, political, social, and physical revitalization

Appointment will begin July 1992; all candidates must have an earned doctorate. Rank will depend on the candidate's lifications and experience. Nominations of, and applications from, women and members of minority groups are strongly encouraged. To apply, please send a current cur-riculum vitae or resume, two samples of written work, and the names of three references by February 1, 1992 to:

Chairperson, Faculty Search Committee GRADUATE SCHOOL OF MANAGEMENT AND URBAN POLICY

NEW SCHOOL FOR SOCIAL RESEARCH

66 Fifth Avenue, New York, NY 10011 Affirmative Action/Equal Opportunity Employer

DARTMOUTH COLLEGE HANOVER, NEW HAMPSHIRE



Invites Applications for the 1992-1993

Thurgood Marshall Dissertation Fellowships For African-American Scholars

The goal of the Thurgood Marshall Dissertation Fellowships is to increase the number of African American taculty in American higher education by supporting African-Americans in completing the final academic requirement, the dissertation, and by bringing to Dartmouth College more role models for potential African-American graduate students among Dartmouth undergraduates.

dents among Dartmouth undergraduates.

The Thurgood Marshall Dissertation Fellowships will support African American Scholars for a year long residency at Dartmouth College. The Fellowships offer an opportunity for scholars who have completed all other Ph.D requirements to finds the desertation with access tooutstanding library and compouting tacilities and toparticipate in classroom activities with research faculty dedicated to undergraduate reaching. Fellows may be taking the Ph.D degree in any discipling taught in the Dartmouth undergraduate curriculum. Each Fellow will be hosted by a department or program at the Cullege.

The one-year Thurgood Marshall Dissertation Fellowships include a stipend of \$20,000, office space, library privileges, housing allowance, and a \$2500 research assistance fund. Each Fellow will be expected to complete the dissertation during the tenure of the fellowship and to participate in feeching one ten-week course during the year, either as primary instructor or as part of a team.

For further information and application materials, contact. Office of the Dean of the Faculty, Dartmouth College, 6045 Wentworth Hall - 201. Hanover, NH 03755-3526

Application Deadline: February 1, 1992 Award Announcement: April 15, 1992 An Albanuta's Action Equal Lygran

PACIFIC OAKS COLLEGE

BULLETIN BOARD: Positions available

Director/Faculty
Teacher Education Program
Ph.D./Ed.D. preferred, M.A. required with teaching credential and college level teaching experience. Will teach and direct all aspects of leacher education program, implement/monitor state/federal guidelines and administer/advise various projects and programs. 12-month position. Send cover letter, résume and three original letters of recommendation to:

Faculty Suarch Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place Pasadena, CA 91103

Faculty
Human Development and ECE
Ph.D./Ed.D. preferred, M.A. required. ECE background with national visibility
and proven leadership in ECE. Substantial leaching experience. Send cover
letter, résumé and three original letters of recommendation to:

Faculty Search Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place Pasadena, CA 91103

Faculty
Teacher Credential/Human Development
2 positions open for Seattle, Washington area. Ph.D /Ed D. preferred with
M.A. plus enrollment in doctoral program required. College teaching exparience with curriculum design, ECE/Human Development background Will
teach in Pasadena, Portland and Seattle areas, advise students and serve on
faculty committees. Send cover letter, résumé and three original letters of

Faculty Search Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place

Extension Director MA and ECE background. Position to begin between January and July 1992. Résumé and cover letter to:

Faculty Search Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place

FACULTY

Pollissippi State Technical Community College seeks applicants for the following anticipated tenure-track faculty appointments effective August, 1992. Filling positions will be contingent upon adequate funding. Responsibilities include teaching courses, advising students and participating in faculty service and professional development activities. All positions require a Master's degree from a regionally accredited college or university, 18 graduate semester hours in the teaching field, and two years' appropriate teaching experience.

Biology English English as a Second Language

. 4x

Music Office Systems Technology

Review of applications will begin February 16, 1994. Send application package including a PSTCC application, résumé and collège transcripts to:

Human Resources Office Pellissippi State Technical Contamuity College P. O. Roy 22991 Hardin tvy Road Knowille, TN 37933-6990

PSTCC is an Equal Opportunity, Affirmative Action Employer

Εργοφήτης Αργοφήτης Αυτουρώνου Αργοφήτης στο Αργοφήτης Αυτουρώνου Αυτουρώνου Αυτουρώνου Αυτουρώνου Αυτουρώνου Α

FACULTY POSITION

The University of Denver, Graduate School of Social Work seeks to fill one tenure track faculty position beginning September 1, 1992. The position will be filled at the Assistant or Associate Professor level.

Expense in the area of children, youth and familles or mental health, and practice evaluation research is preferred. A doctorate degree at the time of appointment is preferred, but ABD candidates will be considered. At least one graduate degree in social work is

Please submit a letter of application and your vitae. Include the names, addresses and telephone numbers of three references Applicants who apply prior to January 31, 1992 will receive priority consideration. Send your application materials to:

Dr. Howard L. Ralten Chair, Faculty Recruitment and Screening Committee University of Demoer Graduate School of Social Work University Park Campus Denver, Colorado 80208

The University of Deriver is committed to enhancing the diversity of its faculty and staff and encourages applications particularly from women, minorities

pp and supervise internships, fleid pro-iects, Seek strong historic preservationist who is an active acholar with applied and contract research, publications, exhibits, and public program and historic recon-struction experience. (2) Assistant Profes-sorfinatizator to teach historic preserva-tion and some seneral European history. Ph.D. or M.A.; teaching and h.p. experi-cace preferred. 10 month term appoint-ment, renewable. Teaching 4-5 course pre-tries along and benefits. An Equal Opportu-mity M.-P/Affarmative Action Employer.

aged to apply. Screening begins January 6; deadline February 28. Send application let-ter, resume, three letters of recommenda-tion, supporting documents to: Dr. Alberta Dougan, Chairperson, Deartment of His-tory, Southeast Missouri State University, Cape Girardeau, Missouri 63701-4799.

DIRECTOR **CAREER SERVICES**

UNIVERSITY OF SAN DIEGO SCHOOL OF LAW

Responsibilities: The Director Responsibilities: The Director is responsible for developing marketing strategies to help students compete in the job market, seeking and identifying job opportunities; administering on-campus interviewing programs; establishing and maintaining contacts with alumni; planning programs and workshops; developing informational and marketing materials for students and employers; identifying and collecting resource materials; career counsaling and supervising a staff.

The Director reports to the School of Law Dean and Assistant Dean for Administration. The School of Law has approximately 1,100 J.D., LLM. and M.C.L. students.

Oualifications: Excellent adcuralifications: Excellent ad-ministrative, interpersonal, written and oral communica-tions skills. Bachelor's degree required. J.D. or previous expe-rience in law placement pre-ferred. Extensive knowledge of legal community and some ex-pertise in marketing required. Send letter of application, résumé and 3 references to: University of San Diego, Human Resources, Maher Hall #127, Alcala Park, San Diego, CA 92110. EOE.

POSSIBLE MATHEMATICS

Mathematical generalist to teach a broad variety of mathematica courses, beginning August 1992. Ability to teach calculus-based Physics (with Lab) preferred, experitse in Pre-Engineering Mathematics (e.g., Statics, Oynemics) ant/or Mathematical Statestics is helpful. Other duties will include advising, committee duties, and possibly supervising Actuarist Exams. The successful candidate will hold a Master's degree in Mathematics (Ph.D. preferred) and be committed to quality classroom teaching. Jameatown College is a four-year liberal arts institution affiliated with the Presbyterian Church and seeks a person with a commitment to non-sociarian Christian higher education. Send letter of application, curton CV, and 3 tellers of recommendation to Dr. Richard Smith, Box 6092, Jameatown College, Jameatown, ND 58401.

UNLY — one of the "rising stars of American higher education"

UNIVERSITY OF NEVADA, LAS VEGAS

U.S. NEWS & WORLD REPORT OCT. 16, 1989

Here's Why:

- ▲ UNLV's academic programs are receiving national and international recognition.
- UNLY has hired more than 130 faculty members in the past two years and plans to hire another 132 in the next two.
- UNLY is among the fastest growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent increase over the previous year.
- UNLV is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s include history, computer scienter, and civil engineering.
- UNLY recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP supercomputer.
- UNLV attracts millions of dollars annually in public and private support for research. More than 30 research centers enrich the university and the community.
- UNLV's Jazz Ensemble was named 1990 National Champion, and the Performing Arts Center regularly presents internationally recognized artists.
- UNLV is home to the 1990 NCAA National Champion men's basketbail team. UNLV student athletes have competed successfully on a national level in all 14 intercollegiate programs.
- UNLV will break ground for classroom, architecture, and physics buildings totaling more than 250,000 square feet at a cost of \$49 million.
- ▲ UNLV has been named for two consecutive years to U.S. News and World Report's list of "up and coming" universities.
- UNLV offers an exciting, dynamic campus life, which includes 14 fraternities and 7 sororities, plus numerous other student organizations and activities.

If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education throughout the academic year. AMEEO

UNIVERSITY OF FLORIDA College of Fine Arts

CHAIRPERSON DEPARTMENT OF MUSIC

Search Reopened

This is a twolve-month appointment, beginning July 1, 1992, or as soon thereafter as possible. Salary is competitive and commensurate with education and experience. Contributeration of completed applications will begin on January 31, 1992, and will continue until the position is filled. Applicants should submit a letter of interest, a professional resume, and at least three current letters of reference.

Music Chairgerson Search Committee e/u Dr. Arnold Penland, Associate Dear College of Fine Arts — 101 FAA University of Florida Geincaville, Florida 32611-2032

For more detailed information regarding this position please telephone 901/392-0207 or fax 904/392-3802. equal employment opportunity, affirmative action employed

February 21, 1992. Send application letter, curriculum vitae, transcripia, and three be-ters of reference to Dr. Susan A. Brewer, Department of History, University of Wis-cussin-Stevens Point, Stevens Point, Wis-costin 5481. AAFOE.

History: U.S. History. Assistant Professor, full-time (nine hourskemester with research), tenure-track to begin August, 1992 pending hudgetary approval. Teach survey and courses in Colonkal and Early American history. Old South desirable. Salary and benefits competitive. Ph.D. by August 21, 1992. Send letter of application, curriculum vitae, there letters of recommendation and supporting materials by February 13, 1992 to: Professor David W. Moore, Chair, Search Committee, Box 104. Loyda University. New Orleans, Louisian 2018.

CHAIRPERSON Department of Electrical Engineering UNIVERSITY OF MARYLAND AT COLLEGE PARK

Applications and nominations are invited for the position of Professor and Chairperson of the Department of Electrical Engineering. Candidates should have an earned doctorate in electrical engineering or a closely related field, strong teadership ability, a proven research record, and a commitment to electrical engineering education.

The Electrical Engineering Department consists of 60 faculty at the College Fark campus and 8 faculty at the neighboring Baltimore County campus. The faculty Indude 28 Fellows of the IEEE and APS, and 9 PYI's. Annual degree production overall is about 250 BS, 100 MS, and 30 PYI. S. Last year, the sponsored research exceeded \$13M, in areas such as Chruis, communications, computers, controls, electrophysics, and microelectronics. Applications and nominations should be sent to:

Department of Mechanical Engin College Park, MD 30742 Applications received prior to Feb. 21, 1992 will receive first consideration. THE UNIVERSITY OF MARYLAND IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

History: Chair for department of 13 full-time faculty. Ph.D. regulard, preferably in Brilish. Women's, African-American, or United States 1877-1917. Qualifications include commitment to research, deston-strated actionary capability; not proven excellence in teaching. Administrative ea-perfence helpful. Rank and salary competi-tive, dependent upon qualifications. Avail-able August 1992. Island screening begins February 15, 1992. Seed letter of applica-tion, curriculum visue, and three letters of relayeace to John Ferling, Chair Search Committee, Department of History, West Occords College. Carrollton, Georgia 30118, AA/EOE.





Shoreline

COMMUNITY COLLEGE

Seattle, Washington

Shoreline Community College is located on a beautiful 83-

acre site near Puget Sound, just 20 minutes north of

downtown Seattle. The college meets a variety of postsecondary educational needs through its academic transfer

courses, occupational programs, developmental training

and continuing education for students in the surrounding

We are recruiting for the following positions for 1992-1993:

FACULTY TENURE TRACK POSITIONS:

Multicultural Japanese/ESL (closes 2/24/92)

Chemistry and Hazardous Materials (closing TBA)

Art and Visual Communications (closes 3/05/92)

Director at Northshore Center (closes 2/20/92)

Accounting/Business and Computers (closes 3/09/92)

Interested individuals are invited to call or write for further

staff diversity and extends the strongest possible encour-

Shoreline Community College Personnel Office

16101 Greenwood Avenue North, Seattle, WA 98133

EMORY UNIVERSITY

Division of Educational Studies

Director, Educational

Policy Studies

Emory University, Division of Educational Studies, invites applications and nominations to fill a position at the rank of Full Professor with renure to serve as Director of the Division and to pursue teaching and research in Educational Policy Studies. The chief responsibility of this position is to lead a small bur productive educational program in a private university as it seeks to play a major role in educational innovation, with special emphasis on the needs of diverse student populations. In pursuit of this aim, the faculty of the Division is committed to the training of a cadre of reflective classroom reachers, educational leaders, and educational researchers. In addition to providing creative leadership for the Division, the person occupying the position of Director will be expected to teach courses and guide research in the field of Educational Policy Studies, as part of a selective decroral training program. Qualifications for the position include: (1) administrative experience in higher education; (2) a proven track record in securing grant support; and (3) evidence of teaching and scholarship in the field of Educational Policy Studies, or in related fields, such as the political, economic, sociological, philosophical, or legal aspects of education. Salary competitive. Staring 1992 Fall Semester. Applications must include a complete curriculum vitae, selected preprints and reprints of scholarly publications, and the names of three persons who have agreed to supply letters of reference. Preprints and reprints will not be returned. To insure consideration, applications and three letters of reference should be submitted no later than Pebruary 15 to:

Professor Charles Strickland Chair, Director Search Committe Division of Educational Studies Emory University Arlanta, GA 30322

Emory University is an Equal Opportunity, Affirmative Action Employer

agement for women and minorities to apply. Final determination of contract offers subject to funding availability.

Information. Shoreline Community College is committed to

Multicultural English/ESL (closes 2/24/92)

ADMINISTRATIVE POSITION:

206/546-4769 FAX 206/546-4599

metropolitan area.

Alabama School Mof Mathematics and Science

The Alabama School of Mathematics and Science, created and funded by an act of the state legislature, is Alabama's public, residential academy for gifted and highly motivated students of science and mathematics. Admission is competitive for the junior/senior year comprehensive, college-level program. The independent school, located in Mobile, will have a student population of 300-400 by September of 1992. The following administrative and academic positions are sought for the 1992-93 academic nears.

ADMINISTRATION

Registrar (August 10) elors: one college, one residential life (August 24)

Hall Director (August 24)

FACULTY (All positions August 24) Physics—two positions, any area, expertise in astronomy/astrophysics with an ability to teach mathematics preferred

Chemistry—one position, general and inorganic, blochemistry, polymer

Mathematics—two positions, algebra and geometry through calculus (interfacing with science important) Computational Science—one position, applications and programming, interdisciplinary interfacing with a mathematical emphasis

English—two positions, American or British Literature (British preferred) with creative writing, speech or drama Foreign Language—three positions, combinations of French/Spanish and German/Russian

History—two positions, emphasis on Asian or European History and an ability to teach Government and Economics

Physical Education and Athletics—one position, instruct individual and team activity courses and coach girl's varsity volleyball and spring sports Art History—one position, teach survey of the Arts with an emphasis on art, architecture and music

Faculty Qualifications: Moster's or doctorate required. Excellence in teaching and depth and breadth in subject area are the major criteria. Those the experience in select admission residential programs or colleges will given preference. Computer expertise or programming a plus for any the above positions. Teacher Certification is not required. Faculty are trequired to live on campus nor assist with domitory life, but are expected to support the residential life program through club sponsorship, ect. and enhance the curriculum via student research and tutorials. Salary: competitive with southeastern colleges and universities and commensurate with degrees, experience and scademic field.

Send résumé or c.v. with copies of official transcripts and three current letters of reference by January 31, 1992, to: Dr. Allen A. Tubbs, Director, Alabama School of Mathematics and Science, Post Office Box 161628, Mobile, Alabama 36616-2628; Phone: 205 433-ASMS (2767).

The Alabama School of Mathematics and Science is an Equal Opportunity Employer.

MOREHEAD STATE UNIVERSITY CHAIR, DEPARTMENT OF LEADERSHIP AND

SECONDARY EDUCATION

Morehead State University invites applications and nominations for a twelve-month tenure-track position as Chair of the Department of Leadership and Secondary Education beginning July, 1992. The Department has 18 faculty positions. Responsibilities: Serves as Chair for the Department which provides undergraduate and graduchair for the Department which provides undergraduate and graduate all instruction in the teacher education program and graduate degree/certification programs in adult and higher education, educational leadership, guidance and counseling and secondary education. Provides effective planning, leadership and organizational skills to coordinate scheduling, program review, faculty evoluation, and program accreditations. Qualifications: Doctoral degree in any of the distributes of the descriptions. and program accreditation. Quantifications a Doctor about an one of the disciplines of the department. Previous experience in higher education. Distinguished record of teaching, scholarship and service. Submit letter of interest, curriculum vitre, and three letters of recommendation to later than February 19, 1992, to:



Office of Personnel Services
Attn: Chair.LSE
MOREHEAD STATE UNIVERSITY

HM101 Morehead, KY 40351 MSU Is on EEO/AA Employer

History; Two tenure track assistant professor positions, to begin Fall, 1992, pending budgetary approval. Ph.D. required, teaching experience and publications proferred. Teaching responsibilities include upper-level and graduate courses in U.S. history from 1840 to the present and the survey courses in U.S. history. One of the two candidates must have a teaching field in South American history. Salary and benefits competitive. Application deadline 31 January, 1992, Submit letter of application, reaums, transcripts, and three feiters of recommendation to: Dr. Sarah C. Neltzel, Chair, Department of History and Philotophy, University of Teass-Pan American, Edithury, Tease 7839, EGB/AA.

History U.S. History Tenure-track, entry-level assistant professor beginning August 1992, Successful applicant will leach general education sourse in American Collisation and apper-level U.S. courses in at least two of the following serse: insterny of technology, environmental history, public history, early gational history, technology, and scholarly publications preferce and scholarly publications preferce and scholarly publications preferred. Ph.D. required for tenure-track appointment. ABD's will be considered. Send letter of supplication, curriculium vitus and letter of supplication curriculium vitus and letter of supplication for the vitus of the vitus History: U.S. History, Tenure-track, entry-

searchina for a generalist who can teach the two-semester world history survey sequence plus courses in a regional specialty and who can play an important part in our Global Pence and Justice Program. Regional a pecialty is open but we have the following courses listed in our catalog: Modern Citina, Modern Japan, Middle East History, Modern Burpe, Hatory of Ensland and History of Latin America. We have exchange program in Costin Rica and Ultraine. Send letter of inquiry, vitz, and names of three references to David Throgmorton, Academic Dean, William Pena College, Oskeloosa, Jowa 52577. Deadline is January 20, 1992. Position begins August 20, 1992.

History: History Department, Modern Western European History (1750 to the present) History (1750 to the present) History and the present description on the present of the

Section Leader - Food, Nutrition and Health

THE UNIVERSITY OF TENNESSEE AGRICULTURAL EXTENSION SERVICE Knoxville, Tennessee

Qualifications: Earned doctorate in human nutrition, dietetics, food, nutrition, food service management, institutional management, public nutrition and health education or related sciences, with at least one degree in home economics. Registered Dietitian designation desired. Certified Home Economist designation desired; full-time professional experience in extension or professional experience in public schools, universities or related industry; demonstrated ability to supervise others and administer programs; demonstrated ability to build teams and develop inter-disciplinary and mutit-disciplinary programs; demonstrated ability to work with specialist and supervisory staff to develop programs and administer the food, nutrition and health program, as well as coordinate efforts with the Expanded Food and Nutrition program.

Responsibilities: Work under the supervision of the assistant dean for Extension home economics to provide overall leadership and direction for statewide food, nutrition and health program, as well as Expanded Food and Nutrition Education Programs (EFNEP) to address emerging issues impacting consumers and families. Focus program efforts on nutrition and health issues for limited resource families, the working poor, parents with children 0 to 5 years, 4-H youth and the serior.

Salary: Commensurate with training and experience.
Applications accepted until February 1, 1992, or until a qualified applicant is available. This position will be available April 1, 1992. Application forms available upon request. Mail inquiries to:

Dr. Patricia M. Ganter, Chair

Advisory Committee Agricultural Extension Service P.O. Box 1071

The University of Tennessee is an Equal Employment Opportunity, Affirmative Action, Title IX, Section 504 Employer.



GEORGETOW'N UNIVERSITY

The Center for German and European Studies of Georgetown University's School of Foreign Service will sponsor two resident Research Associates for the 1992-93 academic year. Applications are invited from qualified young scholars whose academic interests focus upon contemporary German, or German and Buropean topics, dealing with politics, society, economics, history, literature, or culture. Applicants may be post-doctorates or renure-track faculty and should be working on research projects that will result in significant scholarly publications.

A grant of \$30,000 for the academic year will be awarded each Research Associate. Tenure-track faculty may also receive compensation from their

Application materials, including confirmation of progress toward the award of the doctorate by August 1992, curriculum vitae, detailed project description, writing samples, and three letters of reference should be submitted to: Director, Center for German and European Studies, 501 Intercultural Center, Georgetown University, Washington, DC 20057-1947. The deadline for application is March 31, 1992.

Georgetown University is an Affirmative Action, Equal Opportunity employer.

History: Alabama State University is requesting applications for an Assistant Professor to teach World History. The person selected will teach World History courses, work with the history support unit, execute related instructional tasks, and emase in professional, University, and spanuautity service. Master's deares in history required, doctorate desired. Salary: Competitive. Starling date: August, 1992. Confordate: Open unit filled. Send three (3) current letters of reference, transcriptis) and reaume to: Mr. Arburt H. Pollard, Employmout Manager, Personnel Office, Alabama State University application is necessary for cognideration by the Screening Committee, Official application form will be mailed upon request. An Equal Opportunity, Affirmative Action Employer.

History: Public Historian: To provide historical expensis in development and operation of restored territorial prison and western living history park. Duties include lead role in developing interpretive plans, researchild ern itving history park, Duties include lead robe in developing interpretive olans, respective olans, respective olans, respective of the properties of the properties archives. Will nasist with educational endeavors auch as preparation and presentation of educational programming and staff training. Require master's degree for equivalent, with American West emphasis, doctorate preferred. Demonstrated public history shiftly essential. Salary commensurate with education and experience. We are un equal opportunity employer, For more information cell 307-745-3733. Please subgig application later, resourch and earlier states.

History American History. The Ohic State
University, Department of History, invites
applications for one or more instructors,
beginning September 1992 for nine month
appointment(s), renewable for second
year. Duties: teach several sections of
American bistory survey courses and aupervise graduate tractings associates. Requires: Pi.D. in relevant scademic field
and evidence of successful teaching caperience. Send latter of application and placement file by March 15, 1992 to Professor
Samuel C. Chu, Department by History,
OSU, 330 West 17th Avenue, Columbus,
Ohio 43210. The Ohio State University is

History: Western Civilization. The Obio State University, Department of History, invites applications for one or more instructors, beginning September 1992 for also nonth appointment(s), resewable for second year. Dutlest teach several sections of Western Civilization survey courses and supervide graduate teaching associates. Requires: Ph.D. In relevant exademic field and evidence of successful teaching experience. Send letter of application and placement file by March 13, 1992 to Professor Samuel C. Chu, Department of History, OSU, 236 West 17th Ayente, Columbus, Ohio 43210. The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, covered veterans and disabled individuals are encouraged to apply.

History/American Studies: See Pennsylva-nia State University Harrisburg position announcement listed under American Stud-ies/History in this issue.

History/Archaeology: Historical Archaeol-cay/History, East Carolina University, De-partment of History seeks historical er-chaeologist with specialty in Western Homisphere underwater archaeology for its Program in Martime History and Under-water Research. Tenure-treck assistant or associate professor depending upon qualifiwater Research. Tomus-treck assistant or associate professor depending upon qualifications, attribus August 20, 1992. Teach courses in history develop and teach multical archaeology courses; direct underwater archaeology recipiers; assist Program Director in acciding sensits appropriate research/mubication; student advising; service. Ph.D. required; prefer candidate with exemplary teaching experience and strong jublication record. Salary competitive. Send application letter, curriculum vias, copy of sraduate transcript, inter erecent reference letters to William Still, Search Committee Chair, History Department, Bast Carolina University Organville, Bust Carolina University Organville, position is filled. A constituent institution of the University of North Carolina, East Carolina Basic Accounts and Carolina Pages (Account and Carolina Pages).

Reform and Control Act. Official transcripts are required upon employment.

History/Humanities: Intellectual Heritage. The Department of Humanities at the Philadelphia College of Pharmacy and Science (located in the University City) seeks candidates for two tenure-track positions at the assistant professor level beginning August, 1992. The primary teaching assignment for both of these positions will be in an interdisciplinary two semester course on Intellectual Heritage. The Intellectual Heritage course is required of all second-year student organizations, Evidence of schaladents at the college and will be offered inighly in the Fall, 1992; a sylabus is avail. Raform and Coutrol Act. Official transcripts are required upon employment. History/Humanities: Intellectual Heritage. The Department of Humanities at the Philadelphia College of Pharmacy and Science (located in the University City) seeks candidates for two tenure-track positions at the assistant professor level beginning August, 1992. The primary teaching assignment for both of these positions will be in an interdisciplinary two semester course on interdisciplinary the reliable for the interdisciplinary that the college and will be offered. The major field of this tory will be offered. The major field of one position will be in American history; the field for the second position is open. Ph.D. and college teaching experience required; publications preferred. Send a tetter of application, curriculum vitue with names of three references, by February 5, 1992, to William T. Walker, Chair, Department of Humanities, Philadelphia College of Pharmacy and Science, 600 South Forty-third Street, Philadelphia College of Pharmacy and Science is an Equal Opportunity, Affirmative Action Employer with a strong commitment to racial, cultural, and ethpic diversity. Nominations of and applications from women and individuals from broad spectrum of backgrounds are encouraged. of recommendation to Dr. Judy L. Allea, Chair, Search Committee, Department of Home Economics, Southerst Texas State University, San Marcos, Texas 78666; 312-245-2155. AA/EOE. Application deading: March 15, 1992.

BULLETIN BOARD: Positions available

EL CAMINO COMMUNITY COLLEGE, located in the South Bay area of Los Angeles, California, is accepting résumé/letters of interest for:

ADMINISTRATIVE

Dean of Fine Arts Director, Child Development Center

FACULTY

Art (Computer Art) Counseling
English Composition
Fire & Emergency Technology
Mathematics Nursing Physical Education/Assistant Swim Coach

Respiratory Care Faculty Coordinator—Contract Ed/Special Projects Health Center Nurse/Nurse Practitioner Program Director—Substance Abuse Prevention & Education Teacher, Child Development Center

CLASSIFIED

Systems Programmer

Send résumés or letters of interest to: Dr. Lynn P. Solomila
Director of Personnel Services
El Camino College
16007 Crenshaw Boulevard
Torrance, CA 90506
1310) 715-3477

EOE M/F



ASSISTANT PROFESSOR **MECHANICAL ENGINEERING**

The University of Delaware invites applications and nominations for a tenure-track faculty position at the Assistant Professor level in the general area of Fiulds and Thermal Sciences. Compressible and Turbulent Flow, and Experimental Fluid Mechanics have been identified as areas of particular importance in the future development of the Department. Candidates must have an earned doctorate. The successful applicant will be expected to establish research programs in his/her areas of expertise, as well as to leach and develop undergraduate and graduate courses. The Mechanical Engineering Department has a strong graduate research emphasis. Research facilities include state of the art computational capabilities and a well-equipped fluid mechanics laboratory with a three-beam Laser Doppler Anemometer. The University of Delaware has a total enrollment of about 20,000 students and is in close proximity to numerous academic and students and is in close proximity to numerous academic and research institutions in Philadelphia, New York, Baltimore, and Washington, D.C. The position will be available September 1, 1992. Deadline for applications is March 31, 1992. The salary will depend on the candidate's experience. Candidates should submit a complete resume and three references with phone numbers to Dr. Michael D. Greenberg, Chair, Thermal Fluids Search Committee, Department of Mechanical Engineering, University of Delaware, Newark,

The UNIVERSITY OF DELAWARE is an Equal Opportunit Employer which encourages applications from qualified Minority Group Members and Women.

Mount Ida College **School of Business**

Director of Hotel Administration Program

Mount Ida College in suburban Boston soeks a full-time director for proposed B.S. Program Hotel Administration, with anticipated implementation date of Fall 1992. A Ph.D. in Hotel Administration or in an appropriate related field plus experience in the hotel industry are required.

Responsibilities include teaching, supervision of all facuts of the scademic operation of the program, management and oversight of the curriculum, recruitment of faculty, supervision and evaluation of faculty teaching professional courses, management of the program's budget and support of admissions' efforts to promute the program.

Send letter of application, résumé and three letters of recommen-dation to Academic Offices. Mount Ida College, 777 Dedham St., Newton Center, MA 02150. Review of applications begins January 21, 1902. No telephone calls please. F/O/E. Equal Employment Opportunity

teaching excelence. Qualifications: doc-tomic preferred, master's required Duties; such understudies hospitality manage-ment and introductory computer applica-tion courses, advise attudents, assist in cur-riculum development, and develop indus-try relationships, Application abould in-cited a letter of application, curriculum vita, three current letters of recognized a-tion, official understraints and maduate transcripts, perfuse evaluations, and rele-vant syllad, Deadline, February 7, 1992, or position is failed. Application should be seal to Stawart Fersmoon, Chair, Hospi-tality Management Search Committee, USE 9002, Black Hills State University,

Spearfish. South Dakota 57799-9082. BHSU is an EO/AA employer.

Hotel/Resizurani Managementi Marywood College igvites applications for Program Director for the Hotel/Resizurant Management Director for the Hotel/Resizurant Management Program administration and development, undergraduate teaching, advisorment/respecture of trudents. Rank department/respecture of trudents. Rank department of appetinged-devictation. Ph.D. or deferment of trudents. Rank department of appetinged-devictation. Ph.D. or development. Indicate the program density action of the preference devocation. Ph.D. or devolves a program of the preference of the pr

Section Leader - Family Life & **Family Development**

THE UNIVERSITY OF TENNESSEE AGRICULTURAL EXTENSION SERVICE Knoxviile, Tennessee

Qualifications: Earned doctorate in home economics/human ecology, family development, child studies, adult aducation or related discipline; Certified Home Economist designation desired; at feast two degrees in home economics/human ecology with technical coursework in family development, child development, adult education and/or aging; full-time professional work experience in Extension or professional experience in public schools, universities or related industry; demonstrated ability to supervise others and administer programs; demonstrated ability to build teams and develop interdisciplinary and multi-disciplinary programs; ability to work with spacialist and supervisory staff to develop programs and administer the family life program statewide.

Responsibilities: Work under the supervision of the assistant dean for Extension home economics to provide overall leadership and direc-tion for family life programs addressing emerging issues impecting on familities and individuals. Focus program efforts on audiences with limited resources, the working poor, parents and families with children 0 to age 5, 4-H youth and working families. Salary: Commensurate with training and experience

Applications accepted until February 1, 1992, or until a qualified appli-cant is available. This position will be available April 1, 1992. Application forms available upon request. Mail inquiries to:

Dr. Patricia M. Ganter, Chair
Advisory Committee
Agricultural Extension Service
P.O. Box 1071
Knoxville, Tennessee 37901-1071

GETTYSBURG

Music

Geitysburg College seeks applicants for a tenure track position in Music Education beginning September, 1992; ABD required; doctorate preferred. Additional teaching in the area of music theory and introductory music courses and/or other areas dependent upon applicant's background and experience. Geitysburg College is a highly selective liberal arts college located an hour and one-half from the Baltimore/Washington area. It is an Equal Opportunity, Affirmative Action Employer and actively recruits women and minorities. Letter of application and a detailed resume should be submitted to Robert F. Zellner, Chairperson, Music Department, Gettysburg College, Gettysburg, PA 17325, Applications received by February 15, 1982 will be given fullest consideration.

EASTERN KENTUCKY UNIVERSITY

ECONOMICS

The Department of Economics anticipates filling a tenure track opening at the assistant or begin-ning associate professor level beginning August 1992. Position ning August 1992. Position beginning August 1992. Position is in macroeconomics, broadly defined. Teaching responsibil-ties could include introductory statistics. The department is inter ested in quality teaching together with a serious commitment to research. Candidates should have Ph.D. or be close to comple-

Medieval/Renalsance and Modern periods. A record of administrative ability would be highly desirable in addition to distinguished scholarly schlewment. Candidates should send their resumes, including the names of referees, by January 31, 1992 to the Search Committee, c/o Professor Robert Reymo, Chair, New York University, Office of the Dean, 5 Washington Square North, New York, NY 10003. tion. Send resume and the names of references. To insure full con-sideration, applications must be received no later than January 24, 1992. Applications will be accepted until position is filled. CONTACT: J.F. O'Connor, Chair, Department of Economics, Combs 314, Eastern Kentucky University, Richmond, KY 40475-3111.

Eastern Kentucky University is on Equal Opportunity/Affirmative Action Employer

Bulletin Board (202) 466-1050

Faculty

Positions

Department

Of Italian

The Department of Italian

announces two senior tenure track or visiting positions in the Medieval/Renalssance and

NewYork NIVERSIT

NYU encourages application from women and members of minority groups



School of Nursing

Assistant Director, Center for Nursing Research

Research Facilitator, Hospital of the University of Pennsylvania

The School of Nursing, University of Pennsylvania is seeking a doctorally prepared nurse for a standing faculty/clinician educator position as Assistant Director, Center for Nursing Research and Research Facilitator, Hospital of the University of Pennsylvania. Responsibilities include assisting hospital nursing staff in planning and conducting research; assisting the research center director in faculty research development activities; and teaching research-related courses. Applicants must have an ongoing research program and success in obtaining independent research funding. Please send letter of inquiry and curriculum vitae to:



Lorraine Tulman, DNSc, FAAN, Chair Search Committee University of Pennsylvania School of Nursing 420 Guardian Drive Philadelphia, PA 19104-6096 An equal opportunity, still mative action employed



UNIVERSITY OF VIRGINIA **Curry School of Education** DIRECTOR OF TEACHER EDUCATION

The University of Virginia is seeking applications and nominations for the position of Director of Teacher Education. Responsibilities include administering an integrated BAMT five-year education program, providing curriculum leadership, maintaining good relationships with cooperating school districts, and promoting programmatic research and evaluation. Candidates must have an earned doctorate and experience as an elementary or secondary teacher and as a teacher education faculty member. Position is tenure track and rank is open.

Application Process Review of applications will begin February 10. Applicants are asked to submit a letter of intent, curriculum vitae, and names of three references. applications and nominations should be sent to:

Dr. Juseph Strzepek, Chair Director of Teacher Education Search Committee Department of Curriculum, Instruction and Special Education Curry School of Education University of Virginia 405 Emmet Street Charlottesville, VA 22901

The University of Virginia is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

VA STATE UNIV Agricultural Research Station

is searching for candidates with Ph.D.s (in subject areas) to fill 3 RESEARCH SCIENTIST positions (will conduct research & publish findings) for the following USDA funded positions. Academic rank/ealary commensurate with education/exp.

#GO415: Molecular mechanisms to genetically develop crop plants resistant to biological/environmental stress factors & manipulation of biochemical constituents of selected oil crops. Cut-off date of 1/31/92. #GO419 (reopened): Breeding of meat goats with emphasis on (1) developing elite meat goat herd & (2) improving Mohair & Kashmire fiber production. Cut-oif date of 2/28/92.

#GO417 (reopened): Reproductive physiology of meat goats with emphasis on satrus induction & synchronization & development of accelerated breeding programs. Cut-off date of 2/28/92.

TO APPLY: Specify title & pos #. Submit résumé/vita, 3 itre of ref (include phone/FAX numbers) and unofficial transcripts postmarked no later than cut-off date above to VA STATE UNIV, Box PP, Petersburg, VA 23803.

denta. Instruction is through Socratic dia-logue and the analysis of primary (exta, with special combasis on the development of writing and critical chinking skills. Addi-tional service within the Honora College is required. Applicants must have completed Ph.D., preferably in a discipline dealing with the history of ideas (e.g. literature, history, philosophy, humanities). Pull re-aponability/sautority for course(s) in a four-year college or university required. Starting date: August 17, 1992. Starting sal-



Director of Legal Studies

Wayne State University is seeking applications for the position of Director of Legal Studies (DLS). Duties and responsibilities include developing an interdisciplinary program that will promote collaboration between law faculty and faculty in other disciplines, facilitating establishment of an undergraduate curriculum in legal studies, developing joint curricula for law and other graduate and professional students, and assisting faculty members in identifying and obtaining external funding to support interdisciplinary research related to law. The position carries a tenure-track (or tenured) appointment to the law faculty. Consistent with this faculty status, the DLS will be expected to teach law or interdisciplinary courses and pursue an active program of scholarly research.

The qualifications for the position include a JD (or equivalent) degree and, preferably, a doctorate in another discipline. Additionally, the candidate's academic, scholarly, and professional record should demonstrate both excellence and a commitment to interdisciplinary legal studies. Persons interested in applying should send a vitae to Professor Robert Abrams, Wayne State University Law School, Detroit, Michigan 48202; 313/577-3935. During December, please address correspondence to Professor Abrams at 605 Oswago, Ann Arbor, Mil 48104.

Wayne State University is an Equal Opportunity.
Affirmative Action Employer.

THE STATE UNIVERSITY OF NEW JERSEY

PROFESSOR/ASSOCIATE PROFESSOR and DIRECTOR

Department of Government Services/ Bureau of Government Research

Directs the activities of a major university department/center providing research, continuing education, and technical assistance to state and local governments. This is a full-time tenured faculty position which requires an advanced degree, excellence in conducting and supervising applied research in public policy areas a substantial knowledge of continuing education for public personnel, and considerable experience in providing technical assistance to state and local government agencies. This individual is expected to generate innovative and effective responses to state and local government needs, to represent the University in contact with public officials, and to engage in grant and other fund-raising activities. A strong commitment to the state university's public service role is essential. The Department/Center has thirteen (13) professional and eight (8) support staff, its current budget is \$2.3 million. Competitive salary; calendar-year appointment. Please send letter and resumé (with names of three references) to: Professor Philip H. Burch, Bureau of Government Research, Rutgers University, New Brunswick, NJ 08903-5079. Deadline: February 15, 1992. Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF COMMUNICATIONS

New York Law School, an independent law school located in lower Manitatian, seeks a dynamic public relations/publications professional. Responsibilities include writing and publishing a small magazine, monthly newsletters, sanual reports, as well as writing speeches/remarks as necessary, invitation copy, and coordinating publication of the school's arademic catalogues. Required is related professional experience that demonstrates strong writing and editing skills, the ability to develop and coordinate the department's budgets, to meet deadlines and to manage soveral projects simultaneously; deak-top publishing experience would be helpful. The director has an assistant and reports directly to the chief development and public affairs officer.

New York Law School Please send résumé, cover letter to Elizabeth Stegner, Director of Per-sonnel, New York Law School, 57 Worth Street, NY, NY 10013.

An Equal Opportunity Employer

itumantileuSpanish: intellectual Heritage/ Sracish. The department of Humantiles at the Fidladolvitle College of Fharmacy and Science (located in the University City erea) recks canditates for a tenure-track mailting in Seanish at the assistent recogni-

Please send résumé, cover letter to Elizabeth Siegner, Director of Personnel, New York Law School, 57 Worth Street, NY, NY 10013.

It work Street, NY, NY 10013.

It is in Gambier, Ohio, laviers applications for a tenure-irack position at the rank of an all control of the International Control of International Co

REGISTRAR/DIRECTOR OF ADMISSIONS

Armstrong Stata College invites applications for the position of Registrar/Director of Admissions to be available July 1, 1092. The Registrar/Director of Admissions reports to the Dean of Academ-ic and Enrollment Services. This office is responsible for veruit-ment, admissions, registration, and all functions related to these

Armstrong seeks an Individual who:

possesses outstanding prior experience and success in the field of enrollment management;
 possesses strong management and team building skills;
 demonstrates success as an administrator with the capacity to manage both personnel and budgets;
 demonstrates a commitment to building diversity in the college community, among employees and students.

Qualifications: Master's degree required. Administrative experience in admissions or student records management required, as well as experience with information systems.

A letter of application, a current résumé, and at least three letters of recommendation must be postmarked on or before March 13, 1992. Applications should be sent to William L. Megathlin, Dean, Academic and Enrollment Services, Armatrong State College, 1985 Abercorn Street, Savannah, GA 31419. Georgia is an open records law state.

ARMSTRONG STATE COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

DIRECTOR

AFRICAN AMERICAN STUDIES

Tenure-track position for African American Studies scholar to direct an African American/African Studies Program. Discipline open, Social Sciences preferred. Ph.D. required with demonstration of active teaching and research record in African American Studies as well as

Responsibilities include teaching African American Studies courses, especially an introductory area course, and coordinating an African American/African Studies program. The appointment will be in a department with teaching responsibilities in the regular curriculum as well as in African American Studies.

Rank open. Women and persons of color are encouraged to apply. Send vits and names/addresses/phone numbers of three references by Fabruary 1, 1992 to Dr. Geraldine Smith-Wright, Chair, African American/African Studies Search Committee, Department of English, Drew University, Madison, New Jersey 07940.

DREW UNIVERSITY

POSTDOCTORAL FELLOWSHIPS IN INTERNATIONAL PEACE AND SECURITY

The University of California's system-wide Institute on Global Conflict and Cooperation (IGCC) announces its third annual postdoctoral fellow-ship competition in international peace and security. The fellowships are for the 1992-1993 academic year and carry a stipend of \$30,000. Up to three awards will be made. The competition is open to new (as of I July 1992) and recent (previous five years) recipients of the Ph.D. The postdoctoral fellows are required to be in residence at the IGCC on the University of California, San Diego campus. They are expected to complete a book, monograph or other significant publication during their period of residence, and devote twenty-five percent of their time to collaborative IGCC research. Preference will be given to fellows in the following areas: international environmental policy & development; security relations in the Pacific; and future arms control initiatives.

Applicants should submit: (1) a three to five arms deviated.

Pacific; and fluire arms control initiatives.

Applicants should submit: (1) a three-to-five page double-spaced statement of their intended project; (2) a curriculum vitae; (3) two letters of reference attesting to their professional competence and the importance of their projects; and (4) one or more writing samples. Send completed applications to Postdoctoral Fellowship Competition, IGCC (0518); University of California, San Diego; 9500 Gilman Drive; La Jolia, CA 92093-0518. Applications must be received by February 15, 1992 and award decisions will be made by March 15, 1992. The University of California is an Affirmative Action, Equal Opportunity Employer.

Senior Faculty Position/ Department Chair Department Of Physics

As part of its Science Development Campaign, New York University is planning to add a major research group to the Physics Department and is seeking an outstanding research scientist to lead the program. Start-up funds, tenure-line positions, prime space and faculty housing are available.

Applications and nominations are also invited for the position of Chair of the Department of Physics. We seek an outstanding researcher with administrative ability to provide strong leadership in further developing the faculty and the Department's research and teaching programs.

Nominations and applications (including curriculum vitae and names of at least three references) should be sent to: Professor Peter Levy, Chair, Department of Physics, Faculty of Arts and Science, New York University, 2 Washington Piace, New York, NY 10003.



PLANETARIUM DIRECTOR/ PHYSICS AND ASTRONOMY



Regular tenure-track faculty position available at assistant/associate professor level starting academic year 1992-93, for an expurienced person to serve as Planetarium Director and to teach large general education classes Minimum Qualifications: Ph.D. or Ed.D. with a master's degree in physics or astronomy or equivalent, at least three years' experience in planetarium program design and presentation, and teaching general studies courses; and the ability to communicate clearly in the classroom/aboratory setting. Preferred Qualifications: Experience in teacher education/training courses. Candidates should submit a letter of application and curriculum vites and request that letters of recommendation be sent by three persons familiar with the candidate's qualifications for his position to Dr. Thomas H. Robertson, Department of Physics and Astronomy, Ball State University, Muncle, in 47306. Review of applications will begin on March 13, 1992, and continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

CENTRAL COLLEGE

Director of Grants & Foundation Relations

This is an administrative staff position, reporting to the dean of the college, beginning March 1, 1992. Central College is an independent liberal arts college affiliated with the Reformed Church in America. Qualifications include MAMS in an appropriate discipline preferred with experience in grant writing and related areas. Support for institutional statement of purpose expected.

The director is responsible for developing grant proposals consistent with established institutional priorities; will assist in the cultivation of potential targets for such proposals; will work with members of the Administrative Committee in all areas of grant preparation and sub-

Applicants should send letter of application relating their experience to the position, résumé, three letters of reference from persons available for telephone interviews, and official transcripts of all undergraduate and graduate work to W. H. Bearce, Dean of the College, Central College, Pella, IA 50219.

Review of applications will begin January 20, 1992 and continue until the position is filled. Women and minorities are strongly encouraged to apply. AA/EOE.

training settings. Qualifications: Ph.D. in Instructional Technology or related field and demonstrated compelency in teaching, research, and service. Applications Procedures: send resume, graduate transcripts, and three letters of recommendation from persons in your field to Francis D. Akkingon, Ph.D., Chairperson, Instructional Technology Pacuity Search Committee, Department of Curriculum and Internetive persons to Dr. Ann Williams. Denotics.

MOREHEAD STATE UNIVERSITY OF MAINE at Augusta

BULLETIN BOARD: Positions available

DIRECTOR OF FORUM-A/

COMMUNITY ARTS

The University of Maine at Augusta is seeking a Director of FORUM-A/ Community Arts Office to supervise all aspects of the FORUM-A (Friends of the Related Arts at UMA)/Community Arts office and staff, including planning and implementation of annual season of performances and exhibits, budgeting, publicity and grantwriting. This is a full-time (twelve-month appointment) professional position. The Director must maintain a strong, positive relationship with campus faculty and staff, with the FORUM-A Board of Directors, and with the community as well as coordinate campus arts activities with faculty, staff, student government. Master's in Arts Management preferred; minimum of 3 years' arts management experience and bachelor's degree required. Strong interpersonal skills, strong oral and written skills, artistic vision with respect to buoking and presenting community arts programming required. Willingness to develop arts presentation applications for UMA's interactive TV technology. Grantwriting and university arts organization experience desired. Salary for this position is in the low thirties.

Review of applications will begin February 17, 1992. To apply, please send letter of application; current résumé; transcripts; brief professional writing sample; and the names, addresses and phone numbers of three current professional references to:

Chair, FORUM-A Director Search Committee College of Arts and Sciences University of Maine at Augusta Augusta, Maine 04330

The University of Maine at Augusta is an (firmative action, equal opportunity employe

Assistant Director of Publications

Connecticut College, a highly selective liberal arts college ris-ing in national stature, is accepting applications for the position of Assistant Director of Publications. The successful candidate will be a key member of a small, hardworking creative team responsible for all internal and external communications for this

dynamic institution. Responsibilities include writing, designing, and editing the cumpus house organ, overseeing the production

of an internal weekly events calendar; designing departmental brochures, flyers, posters, newsletters, letterhead and forms; writing short articles for the Connecticut College Magazine; and

photographing for internal publications. Qualifications include entry-level journalistic writing, previous experience with Macin-tosh computers, word processing, page layout, paint and graphics

software, and excellent communication, interpersonal and team-work skills. Must be able to meet deadlines, work under pres-

sure and work collaboratively with faculty, staff, and students.

Please send letter of application, resume, and a list of three references, on or before Friday, January 31, 1992, to:

Connecticut College

Bachelor's degree required.

sional societies. Teaching and professional experience required. Possess strength in conducting research in areas of interior design such as barrier-free, health care, energy, toxicity or other environmental factors. Teach commercial studiofecture and advanced interior design courses at the undergraduste level. Special consideration will be given to people with CAD background. Positions will be open until filled; review begins hinred; 1, 1992. Applicants should be prepared to send a portfolio of their own and students work if requested. If interviewed, applicants will be asked to prevent a tempar on heirs.

DEPARTMENT OF NFORMATION SCIENCES

UNIVERSITY

CHAIR

Morehead State University

invites applications and nom nations for a Iwalve-mont enure track position as Chair of he Department of Informatio the Department of Information Sciences beginning July 1, 1992. Responsibilities: Administers programs in the department in concert with the dean; coordinates scheduling, faculty and staff evaluation, and facilities management; assigns advisors; manages budget; teaches twelve semester hours during fiscal year; and recruits faculty. Qualifications: Doctoral degree in one of the disciplines of the department (Computer Informatical Computer In the tow thirdes.

UMA is one of seven campuses in the State University System and offers 2-year as well as baccalaureate degrees including 2-year programs in art, architectural studies and music, and a 4-year program in Jazz and Contemporary Music. The mission of UMA is to serve both regional and statewide constituencies as the Community College of the University of Maine System. Instruction is delivered at on-campus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capitol of Augusta which is midway between the scenic coast and the mountains/lakes regions of the state. department (Computer Informa-tion Systems, Office Systems or Business Education). Experi-ence and professional activities must be adequate for appoint-ment at the associate or profes-sor level. Submit letter of appli-FORUM-A is a partnership in the arts between the University of Maine at Augusta and the Central Maine community. Dedicated to excellence, FO-RUM-A provides access to visual and performing arts that support the education offered at UMA and meet the diverse cultural needs of the community. FORUM-A provides a variety of arts programming on the UMA campus, in area schools, in the community and in locations accessed by electronic media. cation, resume, and references no later than February 5, 1992,

Personnel Services Attn: Chair.Inf.Sci.



rehead, KY 40351 MSU is an EEO/AA Employee

PENNSTATE



DIRECTOR OF ADMISSIONS

The University is seeking qualified candidates for the position of Director of Admissions. The position will report directly to the Vice Provost and Dean for Undergraduate Education and is responsible for a comprehensive Undergraduate Marketing, Recruitment, and Admissions Program in a multi-campus University.

The qualifications for the position of Director of Admissions include academic orientation and a commitment to a large public university; demonstrated administrative competence; established professional stature; superior market research, marketing, and planning skills; demonstrated ability to communicate effectively; budget management; team building and staff development; close interaction with other University departments; and a dedication to continuous

A Master's Degree is required plus 5 or more years of demonstrated effectiveness in undergraduate marketing and admissions. The Director of Admissions must have the personal skills to work well with students, parents, and the public, and be dedicated to the concept of service.

Please submit a letter of interest and a resume that outlines your experience in all facets of the position which are described above, and have three current letters of reference with phone numbers sent to:

> Dr. C. Gregory Knight, Vice Provost 421 Old Main, Box CHE University Park, PA 16802

The search continues until a candidate has been selected.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.



PROCUREMENT DIRECTOR

Responsible for the administration and management of district procurement functions including Purchasing. Central Receiving and Storekeeping activities. Coordinates assigned activities with other College departments and outside agencies. Provides highly responsible and complex administrative support to the Assistant Vice Chancellor, Administrative Services and Facilities.

Istrative Services and Facilities.

REQUIREMENTS: Any combination of experience and training that would provide the relovant knowledge and abilities, or six or more years purchasing experience and a Bachelor's degree with major course work in lustiness administration or a related field. Bures years of administrative and supervisory responsibility required. Possession of, or ability to obtain, an appropriate, valid Arizona driver's license. Possession of, or ability to obtain, procurenism manager certification, i.e., Certified Procurenism Manager (C.P.M.) from National Association of Procurement Managers (NAPM) and/or Certified Public Purchasing Officer (C.P.P.O.) from the National Institute of Covernmental Purchasing (NICP).

STARTING ANNUAL SALARY: \$36,561 Review of applications will communce on January 27, 1991 and will continue until the position is filled. To be considered, a completed Pima Community College application, a resume, uncofficial transcripts and the names of three current references must be submitted. Failure to complete the application negativenests will result in elimination of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT

Clair is International Relations (II) Search and dependent children.

Combined International Relations (II) Search and International Relations (III) Search Computer (II) (III) Search Computer (III) Search Computer (III) (III) Search Computer (IIII) Search Computer (III) (III) Search Computer (III) (III) Searc introductory coulds and is three and two will depend on the candidate's area of interest. We especially encourage candidates with concentrations from amons the following areas: Central Europe, Western Burope, Latin America, women and international environatental tasses. The salary is competitive. Applicants should send vitae, recommendations, list of preferred courses, and supporting syllabit to Dougha, Amy. Chair. Department of Politics, Mount Holtyoke College, South Holley, Massachusetts 01075, no later than January 15, 1992. Mount Holtyoke rate is an Affirmative Action. Republished the first faculty and a actively concerned with festering divergity in first faculty, salaf and students. Strongly committed to affirmative action and equal opportunity Employer and the proposition of the course of the cou

Director of Minority Student Services The Johns Hopkins University

The Johns Hopkins University is currently seeking a Director of Manority Student Services. The successful candidate for this position must be competent in cross-cultural counseling, minority student development theory, workshop design, leadership training and intercultural communication. Experience in needs assessment of ethnic minority students, especially in the areas of educational goals, academic skills, personal development and socucultural needs is also necessary. The director serves as an important advocate for minority students, as well as a local point for outrearly to administrative offices and faculty. Through the leadership of the director, this office will provide cultural diversity programs and engage the community in a celebration of diversity. A seintivity to the issues of all ethnic groups, especially African Americans, is easential. The director reports to the chief student services officer of the Homewood campus.

Ouslifications include a Doctorate in an appropriate field and prior experi-

Qualifications include a Doctorate in an appropriate field and prior experience in audent services at an institution of higher education with similar

In order to be assured of consideration, please submit a cover letter INDS-CATING JOB #L91-554 no later than January 31, 1992 to:

The Johns Hopkins University 34th and Charles Sts. Baltimore, M13 21218 Attn: Carolyn 13. Gaskins 146 Garland Hall AA/EOE



THE UNIVERSITY. USF is the second largest of rune universities in the State University System of Florida (SUS). The central Tampa Campus, and regional campuses at St. Petersburg. Sarasola, Furt Meyers, and Lakeland have a combined enrollment of over 32,000 students. Tampa Campus Library has 32 professional librarians and 73 support staff. These groups are members of collective bargaining units. Tampa Campus Library holdings include over 800,000 volumes and 4,500 periodical titles, a Federal and State documents depository, and special collections and archives. The Library participates in an SUS-wide online catalog using NOTIS software.

Applications/nominations are invited for the following:
ASSISTANT DIRECTOR FOR PUBLIC SERVICES. Responsible for all public service departments and services, with 19 librarians and 39 support staff. Advises and assists the Director in all aspects of public services programs. Provides leadership/coordination of public services within the Library and assists in coordinating these services within the University. Qualifications Required: ALA-accredited MLS; 8 years' post-MLS professional experience; administrative experience in a major public services unit of an academic or research library. Preferred: Demonstrated successful leadership skills and supervisory experience with public services professionals and support staff in an academic or research library; demonstrated effective interpersonal and communication skills; demonstrated ability to assess existing programs, implement improvements, and initiate innovative programs and services; indication of activity in professional associations and/or scholarly and creative productivity; experience with automated public access systems and with library networks; indication of bility to work in a collegial and multi-cultural setting. Salary: Minimum of \$40,000 is negotiable and based on qualifications and professional experience.

ASSISTANT DIRECTOR FOR AUTOMATION AND TECHNICAL SERVICES. Responsible for leadership, planning, management and coordination of technical services policies and operations and the application of automated systems to meet library and campus goals. Has direct administrative responsibility of Acquisitions, Cataloging, Collection Development, Serials, and the Library Automation Coordinator, with 9 librarians and 42 support staff. Responsible for standardization, coordination, and documentation of technical services policies and procedures and all automation equipment. Coordinates technical relationships with automated services, such as OCLC and the SUS-wide online catalog, and serves as the Library's liaison in local, regional, university, and national arenas on automation and technical services Issues. Qualifications Required: ALA-accredited MLS; 8 years' post-MLS professional experience; administrative experience in academic or research libraries. Preferred: Demonstrated administrative, planning, lendership, analytical, and communication skills. Record of initiative and achievement in developing and implementing change in a highly automated technical services environment. Compelency and currency in the area of library automation, integrated online systems, microcomputer/CD-ROM applications, telecommunications and local area networks; competency in technical services, including knowledge of bibliographic record structure, bibliographic utilities, and national standards. Proven ability to exercise leadership in a collegial and multi-cultural setting, to relate effectively with library constituencies, and to function effectively in a team environment. A record of participation in professional associations and/or scholarly or creative activity. Salary: Minimum of \$40,000 is negotiable and based on qualifications and professional experience. ASSISTANT DIRECTOR FOR AUTOMATION AND TECHNICAL

qualifications and professional experience.

HEAD OF ACCESS SERVICES. Responsible for planning, organizing, and supervising departmental activities that include disculation, reserve, interlibrary loan, lending, and borrowing materials to and from the regional campus libraries, and library security; for conducting collection use studies and for interacting with Library and University departments and with libraries locally, within the state, and nationally. Qualifications Required ALA-accredited MLS; 5 years' post-MLS professional experience. Preferred: Managerial/supervisory experience with access services functions in an academic or large public library, and with online circulation systems, especially the NOTIS system. Familiarity with interlibrary loan practices and policies and with OCLC. Demonstrate effective interpersonal and verbal communication skills. Ability to provide team leadership in a dynamic, changing environment. Indication of activity in professional associations and/or acholarly or creative activity. Salarry Minimum of \$34,000 is negotiable and based on qualifications and professional experience.

BENEFITS: Librarians are non-tenure carning faculty, and are represented by the faculty collective bargaining unit. Assistant Directors are out of unit. Twenty-two days' vacation, and thirteen days' sick leave accrue annually. TIAA/CREF or other retirement options, usual insurance benefits available.

TO APPLY: Sand letter of application or nomination, recent resume and names, addresses, and telephone numbers of three professional references by March 1, 1992 to: Leslie Higdon, University of South Florida, Tampa Campus Library, LIB 122, 4202 E. Fowler Avenue, Tampa, Florida 33620-3409.

According to Florida Law, applications, and meetings regarding the search are open to the public. USF is an AA/EEO employer and the Library is committed to cultural diversity.

sor, teams assistant of associate professor, teams track, to teach public affirm reporting, mass media in society, research techniques and/or other related communated to the continuous and the second of the secon

Seconling will continue until position is filled. Submit letter of application, vita, three current letters of recommendation, and evidence of teaching and professional effectiveness for Diane Pacetti, Chair, News Search Committee, Division of Commissication, Bradley University, Peoria, Illinois 61625. Women and minorities encouraged to apply, Bradley University is an Equal Opportunity, Affirmative Action Employer.

Employer.

Journalism/English: Tenure-track position, effective September 1, 1992. Required: master's degree (doctorate preferred) in journalism / communications or English, with substantial scademic background in both; trainless and/or experience in teaching journalism and composition and in advising aiudent mubications. Minority applications encouraged. Send letter, vita, all college transcripts, at least three current letters of recommodation by March 2, 1992, to: Dean James Pate. Livingston Alabama 35470. No condiciention will be given to incomplete applications. Equal Orpostunity Employer.

Landscape Architecture: Director of Studies in the program of Studies in Landscape Architecture, Dumbarton Oaks, This program of study put research concentrates on the history of Landscape Architecture. The director of studies oversees the development of the library resources (which include a Rare Book collection, a separal modern collection, photo and slide collections), encourages and adviats the Fellows (who are resident for an adaderalcy year or a term, and purvee their own research), edits the publications of the program organizes symposts and occasional analier gatherings, and sentrally promotes the distription. Application must have a Ph. D. or analogous higher degree with a proven record of sublication, administrative and interpersonal

STLAWRENCE UNIVERSITY

St. Lawrence University, Canton, NY currently seeks qualified candidates for the positions of Associate Director and Assistant Director of Admissions.

Associate Director: Applicants should have 2-4 years of work experience in admissions, development, or other related positions in higher education. Professional writing and interpersonal communication skills are required, as well as excellent organizational skills. The candidate selected for this position will participate in all phases of college admissions, including prospective student interviews and application reviews, involvement with several university departments and programs such as alumnal admissions, various parent and student volunteer groups, trur guides and university ambassadors will also be part of the job responsibility.

The Associate Director will travel approximately 6 weeks during the spring and 6 weeks during the full. Extensive travel, evening and weekend office hours should be expected.

Assistant Director: Applicants should have 1-3 years of work experience in a public affairs or public relatious-related field. Professionals with excellent interpersonal skills, organizational skills, and a desire to learn about college admissions will best serve this position. The duties of the Assistant Director include extensive contact with prospective students and their families, from the junior year of high school to the time of enrollment at the University.

The staff of Assistant Directors travels approximately 8-10 weeks during the fall and approximately 8-8 weeks in the spring. Extensive travel, evening and weekend hours should be expected. Both positions report directly to the Dean of Admissions and Financial Aid. Compensation is competitive to university administrative standards. Application review begins immediately and will continue until position is filled. Please forward letter of interest and résumé to:

Joel Wincowski Dean of Admissions & Financial Aid Vilas Hall St. Lawrence University Canton, NY 13617

St. Lawrence is a private, nondenominational, coeducational, residential liberal arts university with approximately 2,000 students and 200 faculty members.

St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

UNIVERSITY OF HAWAII AT MANOA

Colleges of Arts & Sciences, Student Academic Services

IR. SPECIALISTS, (three positions), full-time, 11-month (tenure-tract), to begin approximately Musch 1, 1992 or therealter, in the Colleges of Arts and Sciences Student Academic Services Office, Position Numbers 85056, 8506, 185062, Position requires understanding of general education concepts; curriculum breadth, depth, for understanding of general education concepts; curriculum breadth, depth, for understanding of general education concepts; curriculum breadth, depth, for understanding of general education concepts; curriculum breadth, depth, for understanding in all aspects of academic programs and possible career opportunities. Dutless in Indiaded but not limited to the following areas assist undergraduate to formulate and assess academic and career goals; advise students on curricular requirements, academic options, policies and procedures; conduct group and individual advising sessions and workshops for undergraduates and prospective students of team-teaching; prepare degree checks to assess student progress; take academic activising prepare degree checks to assess student progress; take academic activising procedures; write a variety of correspondence; prepare reports; perform administrative work which includes research on advising, retention, and curricular issues using computers; possible averling, weekend and/or off-campus assignments assist in other activities as assigned. Miniamum qualifications either a Master's degree in an UHM. defined Arts and Sciences discipline or a Baccalaureate degree in Arts and Sciences discipline or a Baccalaureate degree in Arts and Sciences with a Master's degree in an academically related discipline; one year of effective college teaching, some academic and sing experience, knowledge of post-secondary curricula and academic requirements; evidence of interpersonal and organizational side and procedures. Salary minimum annual salary 331,116. Letter of application, briefesume in the procedure of salary and understoned such procedures. Salary minimum annual salary 331,116.

skills, and abould be able to join in the genoral intellectual life of Dumbarton Qats. Candidates in early-mid career preferred. The position is far five years renewable, and will become available in July, 1992. The deadline for applications and inquiries abould be addressed to Frofessor Angellid Laiou, Director, Dumbarono Qats, 1703 32nd Street, NW. Washington, DC 20097. Dumbarton Caks is an EOB.

Language Arts: Aasistant Professor, Language Arts: Aasistant Professor, Language Arts: Aasistant Professor, Language Arts: Aasistant Professor, Language Arts: Maising understand standard courses in elementary language arts; understands and standard courses in elementary language arts; understands exceedary education and graduate courses in elementary language arts; understands exceedary education and graduate courses in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education and graduate course in elementary language arts; understands exceedary education exceedance e

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of teaching experience after the Fh.D., be bilineary and the subjections and another research agent of bilineary and such as nective research agent of the superior of a support of a University who Advisory Board. The Center with the advice and support of a University-who Advisory Board. The Center has one full-time professional staff member and an operating budget to support DePaul's commitment to research in urban and Latino studies through the Involvement of the professional staff member and an operating budget to support DePaul's commitment to research in urban and Latino studies through the Involvement of the professional staff member and in operations to the through the Involvement of the professional staff of the superior of the State Bay with one year of employment. Applicants and through serving the people and community in the professional staff of the supervisory experience is desirable, as is experience with making grant applications bearing the supervisory experience is desirable, as is experience. Prior supervisory experience is desirable, as is experience in the supervisory experience is desirable, as is experience in the supervisory experience is desirable, as is experience in a gademic classification. The Center of policial have a minimum of the years active previous control of the State Bay with a caterian proving the profession of the Clinic and vita to Richard J. Mester, Dean, College of Liberal Arts and Sciences, Depaul University, 232 North Saminary, Chicago, Illinois 60614; Phone; (212) 362-543. The application and vita to Richard J. Mester, Dean, Chicago, Illinois 60614; Phone; (212) 362-543. The application and vita to Richard J. Mester, Dean, Chicago, Illinois 60614; Phone; (212) 362-543. The application of the Clinic and vitation and vitation is required and employer. Application of the Clinic and vitation is required and employer an

PENNSTATE



DIRECTOR, FACILITIES RESOURCES OFFICE OF PHYSICAL PLANT

Position available for the overall management and administration of the Facilities Resources of the University Park Campus, including all aspects of University-leased property in the State College area; for providing staff support to the Facilities Resources Committee; for a facilities inventory system for the university; for the administration of special budgets for renovation projects and for the overall functioning of the Physical Plant Project Desk, Requires Bachelor's degree, or acquiralest in higher education management or business equivalent, in higher education management or business management along with 7 to 10 years of effective management experience at upper organizational levels of higher education institutions requiring administrative decision making. Post graduate work is desirable.

The University Park Campus of The Pennsylvania State University is located in State College, Pennsylvania, the geographic center of the state. State College is a rural communication of approximately 65,000, within easy driving distance of the proximately 65,000), within easy driving distance of the major metropolitan and cultural centers of the Fast,

Penn State offers a competitive salary and benefits package which includes liberal vacation, excellent insurance, state or TIAA/CREF retirement options and educational privileges.

Send letter of application, resume and salary requirements to: **Employment Division**

> Job #C-1908 120 South Burrowes Street University Park, PA 16801 Application Deadline: January 18, 1992

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

DIRECTOR OF ADMISSIONS

Search Re-opened

Goddard College, located to Plainfield, Vermont is a small, progressive, liberal arts institution. We are three hours from Boston or Montreal, and noarby mountains and streams offer many apportunities for outdoor living. Goddard has been a loader to education based anactive learning. Students may earn a Bachelor of Arts, Master of Arts, or MFA in Writing, in either our on-campus or off-campus program. We seek a Director of Admissions who will be responsible for the recruitment and selection of undergraduate and graduate students. The Director will supervise the Associate Director, Coordinator for On-Campus Recruitment, Director of Financial Aid, and Office Manager. We are committed to increasing the cultural diversity of our students.

Qualifications: An interest in progressive education, understanding of financial aid philosophy, and 3-5 years' experience in admissions. Excellent interpersonal skills, and, and written communication skills required. Please submit a letter of application, résumé, and names/telephone numbers of three references to Associate Dean for Administration, Goddard College, Plainfield, VT 05607.

Review of applications will begin early February, Women and minorities are encouraged to apply.



GODDARD

Trial, and Appellate Procedure. Experience in Texas civil practice or teaching experience in civil pracedure subjects or both is highly desirable. There is some flexibility in choosing courses to complete the balance of a full-time teaching load. Resumes and references abould be sent to. Chair, Pertonnel Committee, School of Law, Texas Tech University, Bas 40004, Lubbock, Lexas 79409-4004. Deadine for Responses. Pebruary 1, 1992. Texas Tech University is an Equal Opportunity, Affirmative Action Employer, and encourages applications from members of groups currently underrepresented in bidger education, including women, members of ethnic minarities and disabled individuals.

Library: Longwood College, Director of the Library: A 33-year old institution, Longwood College, Director of the Library: A 33-year old institution, Longwood Cultege enjoys a prominent place in a State known for its support of quality higher education. Longwood, a comprehensive state supported college, is located in a small town in the heart of Virgidia approprimately 60 miles west of Richmood approprimately 60 miles west of Richmood and 60 miles tooth of Charlotteville. We now the applications and monitations for the position of Director of the Library. The Director is the cheef administrator of the Library, reports to the Vice President for Actual College (Affairs, and is responsible for the operating Managagement of Library planning, when the control of the proposible for the state of the programment of the programm

Law Enforcement: Tenure track faculty.

Law Enforcement. Start September, 1992.

Dendline March 1, 1992 or until filled.

Th. D., A. R. D. or J. D., plus Master. D.,

Kunkel, Jinx 07, Mankato State University, Mørekato, Minnesota \$6002. Protected

Classes strongly encouraged to apply.

Smith College

BULLETIN BOARD: Positions available

Director of Libraries

Smith College has begun to search for a Director of Libraries who must exercise a combination of imaginative vision and managerial skills to guide the Smith libraries into the twenty-first century. Reporting to the Dean of the Faculty, the Director supervises nineteen professionals and fifty support staff and acts as the libraries' representative and advocate with the faculty, students and College administration. We invite nominations and applications for this position.

Founded in 1871, Smith is a distinguished women's liberal arts college of 270 faculty and more than 2700 undergraduates, with a large population of international and non-traditional aged students. The College offers 30 majors, plus interdisciplinary programs, all within an open curriculum. There are 325 women and men studying in master's and doctoral programs in the School for Social Work, as well as 130 students enrolled in other graduate programs. A one million volume collection is housed in a large central library and three branch libraries for the sciences, performing arts, and fine arts. The branch libraries serve nearly half the college community. The Sophia Smith Collection, an international women's history archives, and the Rare Book Room, an outstanding rare book collection, are unique in their commitment to teaching undergraduates while also serving other scholars. The College Archives and the Nonprint Resources Center provide a high level of undergraduate teaching support as well. All of the library's programs are encouraged and supported by an active, long-established friends of the library organization. Located in the Pioneer Valley of western Massachusetts, Smith is a member of the Five College consortium, which maintains a shared online catalog and a union list of serials, and offers a forum for discussion of mutual concerns among the library directors.

Requirements for this position include a master's degree in library science from an ALA-accredited institution, with additional advanced degree(s) preferred. We seek a Director with a record of progressively responsible administrative experience in an academic or research library, including demonstrated skills in setting priorities and long-range goals, marshalling resources, and motivating staff. The successful candidate will demonstrate strong and creative leadership; familiarity with computing systems and emerging technologies; an active interest in collection development issues; imagination and the capacity to establish collegial relations with the faculty; the ability to work effectively with staff, students, and other constituencies in a period of reorganization; a demonstrated commitment to promoting open access to information; and a record of professional accomplishment.

The position of Director of Libraries carries faculty status at the rank of professor. Salary is competitive and commensurate with experience and qualifications. Review of nominations and applications will begin on Feb. 1, 1992, and will continue until the position is filled. Send letter of nomination or letter of application, including resume and at least three references, to: Kiki Smith, Chair, Search Committee, Office of Human Resources, Smith College, Box 500, Northampton, MA 01063. SMITH COLLEGE IS AN AFFIRMATIVE ACTION/ EQUAL OPPORTUNITY INSTITUTION, MINORITIES AND WOMEN ENCOURAGED



Virginia Polytechnic Institute and State University

Virginia Polytechnic Institute and State University (Virginia Tech) invites nominations and expressions of interest for two senior appointments: Director of Continuing Education, and Director of Marketing for Continuing Education.

Virginia Tech is a land-grant university with an enrollment of over 23,000 students, a faculty of approximately 1600, an annual budget of \$400 million, and an annual research program exceeding \$100 million. The University is located in Blacksburg, some forty miles southwest of Roanoke, in the Appalachian Mountains' New River Valley.

Virginia Tech has made a substantial commitment to strengthening and broadening its continuing education activity in terms of functions and disciplines in which programs are offered. It is anticipated that tuition revenues from continuing education programs will increase four fold in the next three to five years. In addition to the current on-campus 120-room Donaldson Brown Center for Continuing Education, and three other sites across the Commonwealth of Virginia, the continuing education program will be enhanced by a new 300-room conference center/hotel complex being developed in Roanoke.

Director of Continuing Education

The Director of Continuing Education will report to the Vice President for Public Service and be accountable for an organization of 125 individuals. The Director will be the strategic leader in the development, expansion and management of continuing education programs offered by schools and colleges throughout the University. This person will work closely with the academic deans in the identification and creation of courses that will address the educational needs of a diverse constituency. The Director should have an understanding of, and appreciation for, higher education. One should have a sophisticated awareness of education and training from having designed and delivered programs. One should be energetic, enjoy problem solving and have superior communication skills.

Director of Marketing for Continuing Education

The Director of Marketing for Continuing Education will be responsible for the development of the marketing plan for the new hotel/conference center, as well as the current conference center on campus. This individual will work closely with on-campus faculty members in the identification of organizations that may have an interest in holding meetings at any of the Virginia Tech facilities. This person will be the senior marketeer in the development of continuing education and economic development programs to business, industry, government, educational and professional associations. This person will likewise work closely with the managers of the conference facilities in monitoring projected occupancy rates, participant enrollments, and market trends. The individual selected for this appointment should have an accomplished record of marketing success from the perspective of a successful conference center, resort, hotel complex or other continuing education program in higher education.

All correspondence should be directed, in confidence, to the University's executive search consultant:

Jerry H. Baker Schuyler, Frye & Baker, Inc.

5600 Glenridge Drive, N.E. Glenridge Centre East, Suite 225, Atlanta, GA 30342

Virginia Tech is an equal opportunity, affirmative action employer.



Shawnee State University Portsmouth Ohio 45662

CONTROLLER

Shawnee State University invites applications for the position of Controller. This position reports to the VP of Business Affairs and has direct authority over all accounting operations and the Bursar's Office. The Controller is responsible for overseeing all financial and management reporting, maintaining appropriate accounting controls, recommending and instituting appropriate fiscal policies and procedures, and coordinating external audits.

Minimum degree requirement is a Bachelor's degree with extensive experience, preferred degree is MBA andor CPA with five to seven years' experience in accounting and tinancial management, demonstrated supervisory skills and superior oral and written communications abilities, demonstrated leadership in managing automated accounting systems, knowledge of current accounting and financial reporting standards for colleges and universities.

Salary range for this position is from \$36, 158 to \$55,288. Applications must include a letter of application, a résumé and the names, addresses and phone numbers of three references. Applications will be accepted until the position is filled.

To appy, send information requested to: Debby Johnson, Assistant Director of Personnel, 940 Second St., Portsmouth, Ohio 45682. 8SU is an equal opportunity employer.

Shownee State seeks staff who share our commitment to students as our first priority.

than 170 full and part time faculty. The Library has an integrated online system sition is a twelve month, non-tenured administrative/faculty position available fully

COUNSELING CENTER PSYCHOLOGIST **COLLEGE OF WILLIAM & MARY**

The College of William & Mary has an opening at its Counseling Center for a full-time psychologist to provide short-term individual psychologisty, group therapy, crisis intervention services, consultations to members of the campus community, supervision of graduate student trainces, and outreach activities. The position requires a doctoral degree in clinical psychology or a related field, previous experience with college student counseling, and potantial for licensure or certification in Virginia in a mental health field. Experience and expertise in one or more of the following areas is desirable: minority issues, date and acquaintance rape, substance shuse, sexuality and relationships, eating disorders, or clinical research. To apply, please send a vite and the names, addresses, and telephone numbers of three references to Philip W. McIman, Ph.D., Director, Counseling Contar, 240 Blow Memorial Hall, Coflege of William & Mary, Williamshurg, Virginia 23187-8785 by January 21, 1992. The College of William & Mary is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

1992. The salary is competitive. Review of applications will begin January 15, 1992, and continue until position is filled. Send icter of application, via, and meres and telephone numbers of three references to: Director of Library Search Committee, colompiosee Relations Office, Longwood College, Farmville, Virginia 23901. Al/College, Farmville, Virginia 23901. Al/EOE. Women and minorities are encouraged to apply. Longwood seeks to assist minority faculty and staff with completion departmental priorities, catalogs no disparations in the field of music. Based on departmental priorities, catalogs non-music

of terminal degrees.

Library: The University of Chicago Library, Music Cataloger. The University of Chicago Library is seeking candidates for the position of Music Cataloger. The University of Chicago Library holds over 5 milion volumes, receives 48,000 current serials and adds 100,000 volumes each year. The Catalog Department is responsible for cataloging monographic materials in all languages except Chinete, Japanese, and Koream, and in all subjects except isw. All cataloging and processing activities are supported by the Library's cound data management system. The Library participates in the National Coordinated Cataloging Program (NCCP). Cooperative monographic

departmental princilica, cataloga non-music materials as is necessary. Applies AACR2 rules and LC rule interpretations for bibliographic description; performs related authority work; classifies materials according to LC classification system; assigns subject headings in secondance with LCSM. Oversees the integration of OCLC copy for music materials into the local bibliographic system; trains and reviews the work of staff responsible for OCLC processing and monitors the quality of copy used. May participate in special projects such as NCCP, NACO, and the Library's representive convertion. Qualifications—Education: Graduate degree in library science from an accredited library school and a broad oducational background in music with a good knowledge of music history are required. Exparlence; 2-4 years' experience in an academic or research library are preferred;

DEVELOPMENT OFFICER

The University of Arizona is seeking an experienced Development Officer to direct fund-raising activities for the College of Education. Qualifications include the ability to develop innovative programs for fund raising, conduct research, and oversee studies that support these fund-raising efforts; experience with grant writing and knowledge of how to approach private foundations and corporations; good verbal and written communication skills; the ability to work with people and organize local project support; and understanding of the University's role within the education community, which includes schools, community colleges, and educational associations. Experience with a capital campaign of a sustained nature is desired. Batchelor's degree required. Salary competitive and connecessurate with qualifications and experience. The review of applications will begin February 1, 1992, and will continue until the position is filled. Send letter of application, resume, and three letters of reference to John L. Taylor, Dean, College of Education, Room 203, The University of Arizona, Tucson, AZ 85721. The University of Arizona is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

good knowledge of AACR2 rules, Library of Congress classification and subject analysis; familiarity with Library of Congress Rule interpretations and good knowledge versity of Chicago is an equal opportunity Rule interpretations and good knowledge of MARC formats and music reference sporces are required. Lenguages: Proficiency in Orrana and one Romagnes in required. Salary and Benefit: Appointment salary will be based on qualifications and experience. Salary range begins at \$256,775 per year. Benefits include a contributory retirement plan, health and life insurance, 22 weastlon days, 6 University holidays, 5 personal holidays, and sick leave. There is a tuition benefit plan for college-ane and younger children. Application Process: Letter of application should include curriculum vites and names, addresses, and telephone numbers of three references. Applications received by February 15, 1992 will be assured consideration. Preliminary interviews may be scheduled for mid-writer ALA in San Antonio. Flease subside application to: Denke





Clemson University

Clemson University is a land-grant, state-assisted University fully accredited by the Southern Association of Colleges and Schools. The university is currently serving approximately 16,000 students in nine colleges. Clemson University is located in the northwest corner of the State of South Carolina, on the former home of statesman John C. Calhoun. It encompasses 1,400 acres in the footbills of the Blue Ridge Mountains on the shore of Lake Hartwell.

Assistant Director of Residential Life/Programming

Assistant Director of Residential Life/Programming
The Assistant Director of Residential Life/Programming is one of
three assistant directors reporting to the Associate Director of
Residential Life/Programs. Through a staff of graduate students
and a clorical support staff, the Assistant Director of Residential
Life/Programming provides administration and direction for the
development of a living/learning environment in University housing facilities for 7,100 on-campus single students living in 17 residence halls and four apartment complexes as well as 100 family
apartment units. Areas of primary responsibility include; development and coordination of programming for 300; student employees, student residence hall association leaders, and student
residents based on the wellness model.

(Insilifestions: Mustavia and Student Possible of

Qualifications: Muster's degree in Student Personnel Service or related field; or any equivalent combination of education, training, and experience (one year preferred). The ideal candidate will have demonstrated expertise in the residential life program areas mentioned, oral/written communication, and personnel man-

Salary: State pay grade is 31 with a minimum sulary of \$23,109. Starting salary negotiable within State guidelines.

Nominations/Applications: All letters of nominations and interest must be received no later than Junuary 27, 1992. Application should include a résumé/vita and the names, addresses, and phone numbers of three references. Starting date is negotiable.

Apply to: Clemson University Recruitment and Employee Services Attention: Mr. Phillip A. Howard 106 University Square Clemson, SC 20634-6337

Arca Coordinator

Area Coordinator

Thu Area Coordinator is one of four full-time, live-on, professional staff mombers reporting to the Associate Director of Residential Life/Staff, With the assistance of 3-5 graduate students, 15-30 Resident Assistants, a full-time receptionist, and student deak clerks, the Area Coordinator is responsible for a residential area of 800-1200 students in three to five residence halls or apartment nreas. The Area Coordinator is the primary facilitator in the development of a residential environment for learning and is involved in policy development for the Division of Housing and the University.

Qualifications: Bachelor's Degree in Student Personnel Services or related field (Master's preferred); or equivalent combination of undergraduate education, training, and experience. Salary: State pay grade is 28 with a minimum salary of \$20,545. Starting salary is negotiable within State guidelines.

Nominations/Applications: All letters of nomination and interest must be received no later than January 31, 1992. Application should include a resumé/vita and the names, addresses, and phone numbers of three references. Starting date is negotiable.

Apply to: Clemeon University Recruitment and Employee Services Attention: Mr. Gary E. Campboll 106 University Square Clemson, SC 29634-5337

Clemson University is an equal opportunity, affirmative action employer.

NIVERSIT

BA Completion Program Director

Seattle Campus

Seattle Campus

Antioch University Seattle invites applications for the leadership of an uncommon adult BA completion program. This program is conceived as a vital alternative to traditional undergraduate education. The Director works collaboratively with a strong faculty tearn dedicated to a conception of the liberal arts emphasizing multicultural seducation, self-directed and adult centered learning, and the integration of theory with practice. Antioch envisions a liberal arts education as central to social change and responsible action in the world. Successful candidates for this position have prior administrative, teaching, advising, and multi-cultural experience plus a proven record of collaborative leadership. A doctorate in a liberal arts area is preferred. Salary and benefits are competitive and dependant upon qualifications. Review of applicant files begins January 27, 1992. Interviews start March 2. Call or write for application packet to: Bli Gambone, Executive Assistant, Provost Office, Antioch University Seattle, 2607 Second Avenue, Seattle, WA 98121 (206) 441-5352 FAX (206) 441-3307 AA/ROB.

Libraryr Asian Studies Librarian (Search Reopened). The Asian Studies Librarian errorides in libraries. Expert Imputed recording to the development. facility in Chinese or Japanese required and reading knowledge in at least one other major East Asian language preferred. Demonstrated ability to work effectively with attacted ability to work effectively with attacted ability to work effectively with attacted as a second state at all levels. Preferred candidates should have the following qualifications; at one written and oral communication skills and experience with the development of grapt proposals. Evidence of involvement with professional/scade mice associations at the autional and international levels. Demonstrated knowledge of methods and proceedures for acquiring Asian Studies vernacular materials. Exposingues with CIK bibliographic systems. Salary: \$25,000 minimum, but appolument in mad-\$10,000°s for acquiring a proceedure. Application Deadline: Applica-

THE UNIVERSITY OF TEXAS **Southwestern Medical Center** AT DALLAS

ANY NAN LEER TENTRA CON KANDELIN KENTANDELAKTAN TANDA

MANAGER OF **GRANTS ACCOUNTING**

The University of Texas Southwestern Medical Center at Dallas has an excel-The University of Texas Southwestern Medical Center at Dallas has an excel-lent opportunity for an experienced professional to manage the Grants Ac-counting Office which is responsible for the post-award activity of gifts, grants and contracts from private and governmental entities. The selected individual will oversee the recording of awards, monitoring of rebudgeling and expenditure transactions, and financial reporting to grantors, as well as participating in the interpretation of award restrictions and university policies and procedures.

Qualified candidates must possess a bachelor's degree with a minimum of 24 hours in accounting coursework (master's degree and/or CPA preferred). Requirements also include 5-7 years' progressively responsible experience in governmental or commercial accounting, including 3 years in a supervisory capacity with a staff of 15 or more. Excellent background with complex mainframe accounting applications, and proficiency with Lotus 1-2-3 are essential, as well as knowledge of federal grant and contract regulations. Experience in a higher educational setting is preferred. Please refer to #920416.

Please send résumés to: U.T. Southwestern, Accounting Administration, 5323 Harry Hines Blvd., Dallas, TX 75235-9029.

Equal Opportunity, Affirmative Action Employer We offer a non-smoking work environment.



Assistant Director of Law Admissions Search Reopened

Western New England College School of Law Invites applications for the position of Assistant Director of Admissions. The Assistant Director coordinates the undergraduate recruitment schedule and reviews law school applications. Duties also include working with alumni to increase applicant retention rates, supervision of work study students, drafting correspondence, preparing periodic reports, and revising current publications. Qualified candidates will possess excellent written and organizational skills, marketing or public relations experience, and personal computer familiarity. Experience with Macintosh and statistical analysis preferred. Applicants must be able to work occasional Saturdays during the academic year and travel in the Northeast during the Fall. Bachelor's degree and two to three years' professional experience required; a law degree is not necessary. Salary range in the upper twentes, and commensurate with experience. Anticipated starting date: April 15, 1992. Send letter of interest, résumé, and business writing sample by January 30, 1992 to:

Gregory C. Michael

Director of Personnel

Western New England College
1215 Wilbraham Road

Springfield, MA 01119

Western New England College Is An Equal Opportunity Employer.

Western New England College is An Equal Opportunity Employer.

DIRECTOR

RAD/HAZ MAT TECH PROGRAM

Non-tenured track faculty position available—rank open. Now Mexico State University at Carlabad and the NMSU Engineering Technology Program have an opening for Director, Radioactive and liazardous Materials Technology Program at NMSU at Carlabad effective February 15, 1992. Advanced degree in ongineering or science with industrial experience relevant to the program with emphasis, with teaching and curricular planning experience preferred. Saisry and rank commensurate with education and experience. Attractive benefits with twelve month appointment. Deadline for application is January 31, 1992 or until position is filled. Applicants should submit a letter of application, vita, and three current references to Dr. Douglas E. Burgham, Provost, NMSU at Carlabad, 1500 University Drive, Carlabad, NMSB220; Telephones: (505) 885-8831 or FAX: (505) 885-4851, NMSU-C/NMSU is an EEO/AAE Employer. Women and minorities encouraged to apply.

tions received by March 2, 1992 will receive first consideration. Proliminary interviews at ALA Midwinter in San Antonio,
Texes. Send letter of application, full resume, and the names, addresses, and telephone numbers of at least 3 references who
are knowledgeable of your qualifications
to: Alberta Walker. Associate Director,
The Libraries of The Claremont Calleges.
SOO Dattmouth Avenue, Claremont, Calfornia 91711. An Equal Opportunity, Affirmative Action Employer.

Ubrary: The University of Illinois at Chicago. The University Library, Academic Raudent Librarian Program, 1992-93, Brief Program Description: The University Library. University of Illinois at Chicago (UIC), seeks candidates for its Academic Resident Librarian Program to serve one-Resident Librarian Program to serve one-your, post-grandsate appointments in the University Library system. Appointments may be renewed for a second year. The program, begun in 1982, features a seminar series on library and information science issues, library and suscetation with in not dittion to the opportunity to sain acpodemic/ research library experience in a dynamic and creative university environment. Resi-dencies are available and restrain functional units of the Library. Priority departments areas for 1992-91 include: Reference (both Main Library and Library of the Health Soleocos). Government Documents, and possibly technical services departments. Mindrain Chailications: Recent comple-tion of a master's degree program in library and information science from an ALA ac-credited library school (graduation date

sprins 1991, or bater; knowledge of, and interest in academic libraries; ability to establish and maintain acod working relationships with library and, as well as faculty, students, and other library users. The Library and the Campus: UIC's colleges and professional schools offer bachetor's degree programs in over 90 fields, master's degrees in 79 areas, and doctoral dogrees in 45 specializations. The campus is located just west of Chicago's Loop. The campus has an enrollment of 25,000 sudents, 1598 of whom are graduate and professional students. The University Library is a member of the Association of Research Library Faculty or Academic Professional staff. (ARL), contains more than 1.6 million volumes, and has a total staff of 294; 77 are Library Faculty or Academic Professional staff. Salary/Appointment Terms: Salary is comparable to beginning librarians (in 1991-29, beginning librarian skaires were \$22,000); twelve moeth visitius scademic appointment with 24 days' vacation; 12 days' annual ske leave with additional disability benefits; Il paid holidays; medical insurance (contribution based on annual salary; coverage for dependents may be purchased); two dentai plans available, life insurance raid for by the Salat; perticipation in the Illinois State Universities Retirement System is commisory (896 of salary in withheld and is tax exempt until withdrawn; so Social Scourily coverage, but Medicare payment required. Appointments for 1992-93 will be effective beginning Ausurt 24, 1992. Per felicities beginning Ausurt 24, 1992. Per felicities beginning for laterest, supporting resumé, and names of at least three references to: Darjene M.

SEARCH EXTENDED ASSOCIATE DIRECTOR FOR PUBLIC SERVICES

Thomas Jefferson University Scott Memorial Library

Scott Memorial Library seeks a senior level manager to provide public services that meet the information needs of its users. Individual directs the operation of the Learning Resources/Microcomputer Center, Document Delivery, Education, Information and Photocopy Services. Serves on the Illurary management learn, working with the Director and two other Associate Directors to resolve library issues Director and two other Associate Directors to resolve library issues and formulate policies. Assists in the preparation of the Library budget and oversees expenditures of public services funds. Works with the Systems staff of the Library to evaluate online catalog circulation and reserve modules and plan enhancements. Responsible for 10 librarians and 21.34 FTE technicians. Experience and applicant of the continuous and contin subtractional requirements: Supervisory experience and minimum 7 years professional experience preferably in a health-sciences library. Master's degree in Library Science. Salary: \$44,000-\$51,000.

Thomas Jefferson University is an academic health center cons of a medical college, college of allied health science, college of graduate studies and hospital. Located in central Philadelphia, a short walk from museums and historic sites, Scott Memorial Library provides information services to all divisions of the University through a fully automated system. The Library is staffed by 17 professionals and 26 technicians and has an annual operating budget of approximately \$2.5 million.

The University offers an excellent flexible benefits package including TIAA/CREF and 100% tuition reimbursement. Qualified appli-



Thomas Jefferson

Edward W. Tawyea, Director Scott Memorial Library Thomas Jefferson University 1020 Walnut Street Philadelphia, PA 19107-5587

We are committed to a smoke-free environment. Equal Opperantly Employer,

DIRECTOR OF STUDENT ACTIVITIES **UPPER IOWA UNIVERSITY**

Upper lowa, a private, four year university located in Fayette, lowa, invites applications for the position of Director of Student Activities. The University is seeking an enthusiastic, creative, student-oriented professional who is able to rointe to students, lacuity, and staff. Primary responsibilities include directing the student notivities program, encompassing the social, cultural, intellectual, and recreational dimensions of compute life.

mensions of compus life.

QUALIFICATIONS: Bachelor's Degree with a minimum of 3 years of student activity experience at the university or community college level is required, in addition, experience in atteent activity programming, conducting work-hops, and advising students is lighly distinable. Other qualifications consistented important include: the ability to be creative and innovative in the delivery of student services; the skills to train and assist atteients in their personal development; and evidence of undergraduate locationship experience.

SALARY: Marking acceptability and community and with experience.

SALARY: Highly competitive and commensurate with experience. APPLICATION PROCEDURE: Screening will built January, 1992, and continue until the position is filled. The expected starting date is negotiable, but no later than Mirch, 1992. Send letter of application, resume, and three letters of recommendation complete with telephone numbers to Braulic Caballero, Vice President for Student Services. Upper lows University, P. O. Box 1857, Fayette, IA 52142. An AA/EOE.

RESEARCH ASSOCIATE

A research associate position is available for a qualified individual to study the use of replication defective viral vectors in gene transfer. The candidate must have broad general experience in unifecular biology, specific expense in adeno-associated virus genetics, and facility with specialized culture systems including embryos and embryonic stem cells. Qualified applicants who have obtained a Ph.11 degree should send curriculum virae and two letters of reference to:

John A. Berranger, M.D., Ph.D. University of Pittsburgh Department of Human Genetics E1651 Biomedical Science Tower Pittsburgh, PA 15261

The University of Phitsburgh is an Affirmative Action, Equal Opportunity Employer.

Ziolkowski, Personnel Librarran, University of Librarry, University of Ilinois at Chicago, Ilibrary or information science; knowledge of Windows, UNIX, Novell, Sarjana; esculaive state of Illinois is an Affirmative Active with HINNET/Internet; especiated.

tion, Equal Opportunity Emptoyer

Library: Library Technologist. Archie
Dykes Library, University of Kanasa Medical Center. Need energetic and creative
professional to provide technical skull and
teadership in developing new applications
of information technology and integration
technology into the library. Responsibilities include database development, IC and
LAN management, developing OCR applications and electronic forms, applications
in data communications, some trairing;
work is project originated. Requires fouryear degree with twelve hours information
technology classes or equivalent experitoric, comprehensive knowledge of DOS
PCs and one LAN, knowledge of PC programming cavironments, interpressonal
skills, Prefer undergraduate degree in com-

firmative Action Employer.

Ubvary: Drury, a liberal arts college, is seeking two energetic reference libraries who are self-statera, challenged by hibographic instruction, collection development, on-line searching, and academic libraries respunsibilities. Faculty status, tenter track, I we've month positions, inventified days' vacation, IfAA-CRET. Academic apperience helpful; computer expension encessary. ALA-accredited MAS and vertical days' vacation. Haster's. Salary range \$24,000 to \$30,000. One position open now.

BULLETIN BOARD: Positions available

TEST DEVELOPER

Test Development-Natural Sciences Term Of Contract

Educational Testing Service, the nation's leading educational and measurement organization, seeks an education professional to research, develop and critically review natural science tests, especially in biology.

Specific responsibilities will include performing all procedural steps related to the test development process, including writing test questions, reviewing questions written by colleagues and analyzing overall test content for clarity, accuracy and potential overlapping of content. Diverse duties will range across the entire test development life cycle from test inception through final printing and post-administration activities. Additionally, you will assist senior staff in coordinating program/project activities, including preparing proposals, cost estimates, planning memos and related surveys and studies, especially those related to teacher performance assessment in the science classroom and laboratory.

Position requires a Master's degree in the Natural Sciences (or the equivalent combination of education and experience), plus at least 4 years related experience in teaching and/or testing. A background in measurement and statistics is highly desirable. Strong analytical and interpersonal skills are a must.

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. This is a life of contract position. For confidential consideration, please send your resume, complete with salary requirements, to: Mr. Salvatore Scurato, Dept CH 1/8

EDUCATIONAL TESTING SERVICE

Rosedale Road, Princeton NJ 08541

Equal Opportunity Employer Women and Minorities Are Encouraged To Apply



PENNSTATE



College of Medicine • University Hospital The Milton S. Hershey Medical Center

DIRECTOR OF ORGANIZATION DEVELOPMENT

Hershey Medical Center of The Pennsylvania State University is seeking an individual to become the Director of Organization Development for the Medical Center.

The responsibilities of this newly-created position will be: to develop and oversee an organization development program to improve both the quality of service delivered to internal and external groups and the work culture at the Medical Center; to evaluate training and development needs of employees and develop programs to meet these needs; to act as a consultant in the design of orientation, recognition, and incentive programs that reinforce the service mission; to act as a facilitator to assist groups at all levels in clarifying goals, improving interpersonal processes, and overcoming resistances to change; to conduct research in the area of organizational changes and resistances to change; and to participate in departmental teaching, curricular, and student advising matters as a faculty member in a clinical department.

A doctoral degree, a record of academic accomplishments and five years of experience in organization development in a complex organization are required. Responsibility for an organization development program in an academic health science center and experience as a faculty member in a university are preferred.

A competitive salary and excellent fringe benefit package is offered, which includes 75% tuition reduction at Penn State University for employee and dependants, medical/dental/vision insurances, a choice of employer/employee contributory pension programs and on-site day care and fitness center facilities.

Send a letter describing your interest in the position and a curriculum vitae to:

Charles W. Tandy

Chairman, Director of Organization Development Search Committee Hershey Medical Center

P.O. Box 850 - Drawer - CHE

Hershey, PA 17033

An Affirmative Action/Equal Opportunity Employer. Women and Minorities Encouraged to Apply.

NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES, INC.

Applications are invited for the position of Director of the Commission on Vocational, Technical, Career Institutions

Duties: Direct the evaluation/accreditation program for CYTCI at the secondary school level and for technical, curver higher educa-tion institutions; work with the Executive Director/CEO on mat-ters relating to the Association as a whole.

Qualifications: Graduate degree in education; extensive teaching and administrative experience; significant prior involvement in evaluation and accreditation work. Starting date: October 1, 1992

Procedure: Submit letter of application with vita and three references (including telephone numbers) to:

The Search Committee c/o Richard J. Bradley, Executive Director/CEO New England Association of Schools and Collegus, Inc. The Sanborn House, 15 High Street Winchoster, MA 01890

Closing Date: March 1, 1902

Salary: Association scale (competitive)

American Council of Learned Societies

PROJECT DIRECTOR

The American Council of Learned Societies is seeking a new staff member to lead a one-year project designed to promote constitutionalism in Eastern Europe. The project director will organize a program of public education with the advice of experts from Hungary. Czechoslovakia, and Polsnd. The project will produce, in the languages of the countries involved, a variety of materials designed to extend the reach of constitutional values. The project director will also undertake a survey of needs and opportunities for further constitutional education in the region.

The position requires a Ph.D. and experience both with project management and the general issue of constitutionalism in the modern world. The project will begin as soon after January 1, 1992 as is practical. Solary is negotiable depending upon qualifications and experience. Applications, including a c.v. and letter of application, should be sent to:

Douglas Greenberg American Council of Learned Societies 228 East 45th Street New York, NY 10017 FAX: 212-949-8058

RHODE ISLAND SCHOOL OF DESIGN **REGISTRAR SEARCH**

The Registrar is responsible for the planning and administration of those activities related to student academic record management, including providing data necessary for developing a comprehensive program of research on enrollment patterns and supporting institutional revearch, academic facilities management and long-range planning. Master's degree preferred. Bachelor's degree required. Three or more years of successful administration experience in a Registrar's Office, including sourcific experience in computerized record In a Registrar's Office, including specific experience in computerized record keeping systems and staff supervision. Submit a letter of application and resume by January 31, 1992 to Robert Rindler, Assistant Vice President for Academic Affairs, Rhode Island School of Design, 2 College Street, Providence, RI 02903. Rhode Island School of Design is an equal opportunity, affirmative action employers.

Second position filled spring or summer.

Asplications accepted until position filled.

Letter of application should elaborate experience and personal goals. Send letter, resumed, and sames of three references to ludith Atmatrang, Director of Library.

Dray College, 900 North Benton Avenue.

Springfield, Missouri 65602. EOE.

Library Associate Director for Public Services condinates and supervises the activities of Reference. Intellibrary Loan, Circulation.

Education, the Learning Resource Conter, Sievers Facility for Interactive Instruction, and the Consumer Health Information Resource Services (CHIRS), which are staffed by 21 J3 FTB personnel. The Asso-

pointment leading to tenure with appropriate rank, privileges, and fitose benefits. Minimum salary 342,500. Send letters of application and curriculum vitae to: Phythis Bellows. Administrativa Assistant, McGoogan Library of Medicine, University of Nebraska Medical Center, 600 South 42nd Street, Omaha, Nebraska 68198-6705. Raview of applications will begin immediately and continue until a flast candidate is selected. The University of Nebraska is an Equal Opportunity. Affirmative Action Employer. Minorities and woman are encouraged to apply.

Library: Director of Learning Resources Center. Nominations and applications are invited for the position of Director of the Learning Resources Center, LeTourneau University, Longview, Tetas, Applicants must have an ALA accredited Master's degree in Library or information Science. An earned doctorate is desirable. The success-

ciate Director coordinates Public Services policies and procedures with the library's Technical Services Division, the libraries of the other University of Nebraska campuses and also interacts with the National Network of Libraries of Medicine-Midcontinential Region (NNLM-MR) in respect to resional public services issues. The person in this position plays key role in long and short-range planning for the library, is responsible for organizing analytical studies, preparing agrant proposals, and marketing in library's sorvices. Candidates must show evidence of strong administrative colleagues; and proven ability in relative colleagues; and proven ability in relative colleagues; and proven ability in relative to Recademic After a communication; 3) motivating and organizing staff for group action, 4) thorough understanding of automation developments and capabilities; and 5) demonstrated experience with public services operations. Qualifications include an MLS degree from an ALA secredited library school and a minimum of five years' experience in for a summation and antinuum of five years' experience in locations and experience with public services operations. Qualifications include an MLS degree from an ALA secredited library school and a minimum of five years' experience in locations. Position is an exademic appointment leading to tenure with appropriate rank, privileges, and irtuge tenure decreased without regard to ruce, age, and integer tenure with appropriate rank, privileges, and irtuge tenure and control of the locations and control of the monimal view of the location and control; the ability to work effectively in

Ilbrary: Acquisitions/Periodical Librarian (Mil-lime). The Library of Michigan is seeking a librarium to supervise the Acquisitions and Periodical sections of Technical Services Division. Work involves supervision and management activities in an environment of automated bibliographic control. Ostalifications include biaster's degree in Library Science from an ALA-accredited program. One or more years professional library and supervisory experience desirable, \$11.42-\$15.51 per flour (approximately \$23,751-\$27,25) annual) and excelent fings benefits. To apply, submit letter of application and resume by \$100 p.m., 31 January 1992 (c. Ms. Robin Vandlating, Personnel Administrator, Library of Michigan, F. O. Box 3007, 717 West Allegan, Latsing, Michigan 48909. Equal Opportunity, Access Employer.

PHYSICAL PLANT ADMINISTRATOR

University of California, Santa Cruz

The University of California, Santa Cruz is seeking a Physical Hant Administrator to manage the physical assets of a dynamic and growing campus. Reporting to the Associate Vice Chancellor of Campus Facilities and Services, the incumbed will oversee the operations, management, and repair of approximately 3 million grows square feet of state-supported buildings, housing and other non-attate-supported uctivities, as well as Long Murine Lab and 500 landscaped acres. Responsibilities include averalt management of the following sub-units of Campus Patithes: Physical Plant Building Mainenance & Ulility Systems; Physical Plant Cruft Operations; Buildings & Grounds; and Business Operations & Administrative Services. There are more than 221 employees in the unit, Qualifications; chances following section and Business Operations; Business Operations; Business of the anaparement of a large physical grant organization; evidence of a management style which emphasizes congenitality, teamwork, participation, and communications, knowledge such as that obtained through a bachelor's degree program in engineering, architecture, campus planning, selences, and/or business administration; knowledge of state-of-like-art forchy maintenance techniques applicable to an institution of higher education. Compensations sulary commensurate with qualifications and experience. Excellent benefits including health, dental, optical, and life invarance coverage is well as retirement plans. Application & copy of complete job description & requirements. Refer to Job #91-11-16. Please submit application/feature with salary history & the names of three references to UCSC Persoonel Office, 102 Communications Bldg., Santa Cruz, CA 95064. All materials must be received no later than February 7, 1992. AA/I:EOF.

DIRECTOR OF RESIDENCE LIFE

Franklin Pierce College, a four-year liberal arts, residential college set in the beautiful Monadnock region of southern New Hampshire, seeks, for an immediate opening, a dynamic, experienced student development professional as Director of Residence Life who will join the student affairs staff in developing a residential program which supports a collaborative academic and social curriculum.

Qualifications include a Master's degree in student development, or related area, and at least 3-5 years' experience managing a comprehensive residence life program.

Please send letter of application, résumé and names and phone numbers of three current references to the Director of Personnel, Franklin Pierce College. P. O. Box 60, Rindge, NH 03461-0060.



Franklin Pierce College Frenklin Pierce College is an i

Library: Reference Librarian. Provides general reference service and database searching for undergraduate and graduate students. Responsible for developing and implementing a bibliographic instruction program and assisting with interlibrary long. Position requires an ALA uncredited MLS and experience with bibliographic instruction. OCLC, database searching and micro-computer experience designable. Twelye-month, tenuro-track position;



THE COLLEGE BOARD

Communications Manager

Equity 2000 Project

Founded in 1900, the College Board is a national neaprotit

membership association of more than 2,800 colleges and uni-

vorsitios, secondary schools, systems of higher and secondar education, and educational associations and agencies

The College Board's Equity 2000 Project is a national campaign

to improve the inadequate education for poor and minority secondary school students. The Communications Manager of the

Equity 2000 Project reports to the Executive Director of Communications and works in consultation with the Director of Pub-lic Affairs and the Director and Associate Director of the Equity

2000 Project to develop, recommend and implement as appro-

priate a national advocacy and communications stratogy, and

collateral site-related activities, to support Equity 2000. This po-sition is a six month appointment with the possibility for renewal.

The candidate for this position will have a bachelor's degree

minimum, master's preferred; outstanding organizational skills in managing and completing complex projects; knowledge, expe-

rience and proven ability in developing print publications; expe-

rience in developing and running special ovents and in planning and executing sominars and conforences; excellent communications skills in writing, editing, and speaking; experience in dealing with both broadcast and print media; and knowledge of

educational reform issues desirable. The salary is competitive and the schedule liexible. Please send resume with references

New York, New York 10023-6992

The College Board is dedicated to the principle of equal

opportunity, and its programs, sorvices, and employment policies

STATE COLLEGE AND UNIVERSITY SYSTEMS

OF WEST VIRGINIA

DIRECTOR OF FINANCE

AND FACILITIES

(Chief Fiscal Officer)

POSITION: The Director of Linance and Lacilities is a member of the senior staff of the Central Office of the State College and University Systems of West Virginia, which provides administrative support services to the governing boards and Chancellors of these two systems of public higher education. The Systems include state on institutions enrolling almost 101,000 students.

Systems Include sixteen institutions carolling afmost Bit,000 students. The Director of Florance and Faculities has primary responsibilities for all major aspects of each system's state-level fariancial management and facilities administrative activities. This position serves as illaryon to, assist, and where appropriate, gives direction to the chief fiscal officers of the public colleges and universities in complying with fariancial, administrative, and accounting policies and procedures of the State, the governing boards, and their respective C hamcellors. The position requires estensive communication with the Chancellors, the Senior Administrator and other Central Office staff, Board members, governmental officials and their staffs, sentor institutional administrators, faculty, staff, students, the general public, and occasionally the press.

Executive Director of Human Resources

Ms. Rosemarie McGraih

The College Board 45 Columbus Avenue

re January 31,1992, to:

DIRECTOR, PERFORMING ARTS FACILITIES AND PROGRAMS

MICHIGAN STATE UNIVERSITY

Michigan State is seeking an experienced arts administrator to manage two performance facilities, the Whatton Center for Performing Arts and the Auditorium Building. Each facility contains two theaters and associated support spaces. The Director plays a major role in nurturing the performing arts on campus and in the mid-Michigan region and is responsible for policy decisions affecting all departments and artists working in the four theaters. The facilities are heavily unified by the University's School of Music and its Department of Theater, as well as by the Greater Lansing Symptony Orchestra, the Opera Company of Michigan, the Michigan 4-H Youth Performing Arts Program, and the many organizations that comprise the Associated Students of Michigan State University. The Director is expected to take the lead in communicating with these user groups as well as with the community-based Whatton Capiter Advisory Council and volunteers.

The Director has fiscal responsibility for a budget of approximately \$3.5 million, which includes all four theaters, their operations, and the visiting artists series. This responsibility also includes developing and providing leadership in seeking non-university financial support for the unit and its programs. The Director is responsible for booking artists of the highest caliber for the Wharton Center Guest Series. The Director is also responsible for supervising professional staff that includes marketing, fund raising, outreach, and technical personnel.

The Director reports to the Vice Provost for University Outreach, a division of the Provost's Office. The Vice Provost oversees Michigan State's afforts to extend the teaching, research, and professional expertise of the University and its laculity to the larger state-wide community. The Vice Provost facilitates, armong other activities, off-campus instruction, the work of the Cooperative Extension Service, the Economic Development Resource Center, as well as the provision of arts experiences through Performing Arts Facilities and Programs

grams.

The Director is expected to have a minimum of ten years' administrative experience in a major performing arts environment. If possible the candidate's career should reflect competency in one of the performing arts disciplines, and can include academic exportence in either teaching or administration. An awarcness of university structures and operations is essential, as well as a vision and understanding of the role of the presenter in a major university environment. The Director should understand the primary role of the facilities as an educational laboratory while also recognizing the value and importance of bringing distinguished artists and their companies to the campus. He or she should be familiar with the business procedures involved in booking professional artists. Computer skills are also desirable.

East Lansing, Michigan, companion city to Lansing, the State capital, is located approximately 90 minutes northwest of Detroit, and approximately four hours from Chicago. Michigan State University is one of the leading public institutions in the United States with a student population of 42,000. Salary and compensation packages are commensurate with experience. The University wishes to fill the position by September 1, 1992.

The search and screening committee will begin its review of materials on January 15, 1992. The committee will continue to accept applications until a list of final candidates is chosen.

Michigan State encourages applications from women and minorities. Michigan State University is an Affirmative Action, Equal Opportunity Employer. Please send letter of application, resume, and a list of not more than four

Robert L. Church
Robert L. Church
Assistant Vice Provost for University Outreach
Room 422
Hannah Administration Building
Michigan State University
East Lansing, Michigan 48824-1046

HEAD OF CATALOGING GTU Library

The Graduate Theological Union Library, serving one of the nation's leading theological consorts, has reopened its search for Head of Cataloging. This position is an exciting opportunity to be involved in the Library's implementation of its online cataloging Section; supervision of 1 professional and 2 paraprofessionals; formulation and implementation of cataloging policy; original and complex cataloging in all formats. Requires: ALA accredited MLS; 5 years library experience including cataloging and supervision, one foreign language; expertise with RLIN (or other bibliographic utility), MARC, AACR2, LCR1, LCSH, LC classification; excellent verbal and written communication skills. Relevant subject master's and European languages preferred. Salary: \$28,000 + commensurate with experience. Excellent benefits package. EOE. Women and nairorities are encouraged to apply. Forward resumé and names of 3 references by February 1, 1992 to:

Head of Technical Services GTU Library 2400 Ridge Road Berkeley, CA 94709

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CTU Library
2400 Ridge Road
Berkeley, CA 94709

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DIRECTOR OF THE GENERAL LIBRARY SYSTEM UNIVERSITY OF WISCONSIN-MADISON

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The Director of the General Library System (GLS) is the chief executive and markag-The Director of the General Library System (GLS) is the cheer extended and made-er of the system, which consists of 15 campus libraries, and of its largest library, the Memorial Library. The Director of GLS is the principal representative and adviser for the Chancellor's Administrative Council; co-chair of the campuswide administra-tive library planning body; and the primary lisison with other campus libraries and libraries throughout the University of Wisconsin System and the state.

The total GLS budget from all sources exceeds \$17 million, including a state-fu 5.5 million collection budget and 57.7 million personnel budget. The GLS employs an FTE staff of approximately 100 professionals and 175 classified civil service staff. The Memorial Library has a collection budget of \$2.2 million and accounts for 75 FTE staff. The campus collection numbers over 5 million volumes and more than 40,000 million and accounts for 75 FTE.

The Director of GLS must possess demonstrated leadership qualities, a strong service orientation, and a proven record of managerial, interpersonal and administrative skills. Destrable qualifications include managerial and administrative experience within a system of research libraries; competence in and understanding of research library functions and technologies: active involvement in professional affairs; an advanced degree in library science or a related field. Candidates with appropriate academic accomplishments may also be considered for a faculty appointment. Salary commensurate with qualifications and experience.

The position will be available 1 July 1992. Only applications received by 14 February 1992 can be considered. Submit applications and nominations to

Professor Valters Nollendorfs Chair, Search and Screen Committee University of Wisconsin-Madison 134 Bescom Hall, 500 Lincoln Drive Medison, Wisconsin 53706

The University of Wisconsin-Madison was founded in 1849. It is one of the largest land-grant universities in the United States. It has approximately 2,400 faculty, 5,000 professional and administrative staff, 9,000 classified employees, 43,000 students,

The University of Wisconsin-Madison is an Equal Opportunity, Affirmative Action Employer. Applications and nominations of women and minorities are encouraged. Upon request, the university is required to release an undifferentiated list of appli-

Director, Division of Information Systems NATIONAL SCIENCE FOUNDATION

The National Science Foundation (NSF) seeks qualified applicants to serve as Director, Division of Information Systems (DIS). NSF promotes the progress of science and engineering through the support of research and educational programs. DIS, with a staff of over 100 employees and contractors and a multi-million dollar budget, is the organization which is responsible for NSF's computer systems that provide management information and support program and administrative staff activities throughout the Agency's business cycle.

Appointment to this Senior Executive Service position will be or a career basis, with a salary range of ES-1 to ES-4, currently \$87,000 to \$100,500. Applicants must have skill in managing a large complex computer organization with a technogically sophisticated environment requiring a broad range of customer services for a wide spectrum of usors.

Applicants should contact NSF's Executive Personnol and Development Branch on 202-357-7351 (hearing impaired individuals may call TDD 202-357-7429) to request Announcement EP 91-14. Applications must be received by January 28, 1992.

EQUAL OPPORTUNITY EMPLOYER

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Director of Student Life University of Colorado at Denver

The University of Colorado at Denver invites applications and nominations for the position of Director of Student Life. CU-Denver is a public, urban, commuter institution with a student enrollment of approximately one nublion, located at the foot of the Rocky Mountains.

BULLETIN BOARD: Positions available

tion, located at the foot of the Rocky Mountains.

The Director of Student Life reports to the Associate Vice Chancellor for Enrollment and Student Service, the Chief Student Affairs Officer. The Director serves in an advisory role to CU-Denver's Associated Students (Student Government) and student clubs and organizations; administers Student Conduct and Discipline procedures; advises the student ADVOCATE newspaper; and monitors all Student Fee budgets (including budgets for student government and activities, student services, recreation, health services and the student newspaper). Working closely with student constituencies, the Director provides leadership development upportunities for student leaders, coordinates campus programs such as "Drug and Alcohol Awareness Week", and coordinates New Student Orientation. The Director supervises two professional staff and student employees.

vises two professional staff and student employees.

Educational/Experience Requirements: Master's degree in Student l'ersonnel Administration. Higher Education, Counseling, or related field, plus three years' experience in higher education/student affairs administration. Bachelor's degree in appropriate field, with live years appropriate experience in higher education/student affairs administration may be substituted. Significant experience contributing positively to the quality of campus student life must be demonstrated and should be in areas such as plaining student activities; working with campus clubs, organizations, newspapers, and student governments; developting student leadership training; and working with faculty to develop collaborative partnerships.

with faculty to develop collaborative partnerships.

Preferred Qualifications and Skills: Should have the skills and ability to work with a diverse population (particularly ethnic minority and women students), work in the spirit of cooperation as a team member, and possess a willingness and ability to work unusual hours with energy and enthusiasm. Skill areas should include financial management, problem solving, and administration. Personal qualities should include a willingness to serves as mentor, advisor, and teacher, an ability to demonstrate compassion and strength; and a commitment to integrity. Ideally, the successful applicant will have experience working within an energing urban college or university.

Application Procedure: Applicants should submit a letter of interest describing their qualifications and relevant experience, a vita, and names and addresses of three references who will provide additional references. Preference will be given to applications received on or before February 15, 1992. Send application to: Panuela Kesson-Craig, Search Chair, University of Colorado at Denver, Campus Box 147, P. O. Box 173364, Denver, CO 80217-3364. Salery: Low to mid \$30's.

This position will start on April 1, 1992 or as soon thereafter as is possible, given the candidate's current professional obligations.

The University of Colorado at Denver is committed to enhancing the diversity of its administration, faculty, and staff, and strongly encourages nomulations of and applications from women and members of ethnic minority

DIRECTOR OF STUDENT

LEADERSHIP PROGRAMS Colby-Sawyer, a small, independent, coeducational college located in the beautiful Dartmouth-Lake Sunapee area of New Hampshire, is seeking an experienced student development professional.

DEVELOPMENT AND

Repeatedly cited by U.S. News and World Report for its academic reputation and performance, Colby-Sawyer's exciting educational environment is enhanced by the special quality of life found in New London, a classic New England town nationally acclaimed for sophisticated, four season, country living.

Our ideal candidate will provide creative and energotic leadership for student organizations and educational programs and will supervise student leadership training and support. This position plays a critical role in developing new programs and leadership opportunities which enhance student life and address the needs of our expending student book. expanding student body.

Minimum qualifications include a Master's degree in student personnel or a related field plus 3-5 years experience in a residential student development environment. Proven ability to develop creative programs and to work effectively with both undergraduate students. dents and colleagues is essential.

This position is currently open. Please send a letter of application, resume and the names of three references to: Director of Human Resources, Dept. CH, Colby-Sewyer College, New London, NH 03257. We will accept applications until the position is filled. Equal opportunity employer.

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bealth sciences setting; working knowledge of McSH, NLM classification, MARC formats and AACR2; familiarity with terials control collection management techniques; clightling for membership in the Academy of Heath Information Professionals. Appointment at the rank of Assistant Profession or above. Salary minimum \$28,000, depending upon qualifications, with excellent fringe benefits. Position open I May 1992. Applications received by I March 1992 will receive first consideration. Please submit titler of application, résumé, and names, addresses and phone numbers of 3 references to Donne Lee, Chair. Search Committee, Chairs. A. Dara Medical Library. Universitéed. Merchanist profession of the Lasting Resources Center, Marywood College. 2000 Adams Avenue, Scranton, Pennsylvania 18509.

oncet to Donna Lee, Chair, Search Committee, Charles A. Dana Medical Library.
University of Services Employer. Women and people from diverse racial, ethnic, and cultural backgrounds are encouraged to aprive the possibility of South Carolina. Business Reference Library.

University of South Carolina. Business Reference Library and the Business Library. University of South Carolina. Business Reference Library and the Business Library. His position problems in the position of the Business School; provides in brary service to the students and faculty of the Business School; provides in the Diversity of South Carolina service; participates in Collection of Coordinator of Public Services in the Diversity of South Carolina ethivities; performs on line bibliographic searches; participates in Collection of the Coordinator of Public Services Intercepts and South Carolina errolls 17,000 undergradus as undents and 8,000 graduats atudents on the Columbia campus. The Thomas Cooper Library contains 2.4 million videness. J. amillion microforms, operates with the DYNIX system for its integrated library and NOTIS systems and is a member of the Association of Research Libraries. Qualifications: Required: Master's de-

<u>ស្រែសាមិយមានដែលបានអស់មិនមួនអស់មិលអាហិយាមក្រុមប្រការប្រការប្រការប្រការប្រការប្រការប្រការប្រការប្រការប្រការប្រក</u>

UNIVERSITY OF PITTSBURGH Director of the **University Library System**

The University of Pittsburgh invites nonunations and applications for the position of Director of the University Library System. The University of Pittsburgh is a member of the Association of American Universities, an organization of major research universities in North America. The University Library System, a member of the Association of Research Libraries, includes 18 University of Pittsburgh Libraries staffed by 49 professional librarians and holding a total collection of nearly 2.5 million volumes and over 2 million microforms, as well as over 2,000 serials. The associate libraries of the University of Pittsburgh include those of the School of Law, the four regional campuses, and the medical division. The total University collection includes over 3,200,000 olumes, over 2,600,000 microforms, and nearly 25,000 serials. Operating in an integrated, automated environment, the University libraries serve more than 34,000 graduate and undergraduate students and over 2500 faculty. The Director is a senior academic officer of the University and plays a leadership role in addressing University-wide library issues and programs.

- Qualifications for this position include.
- A dynamic view of the role of an academic research library and the issues
- A cytamic view of the role of an accumic reverent integral and the issues facing research librarianship and higher education in general
 Record of successful management in a complex library system, as well as in achieving the coordination, cooperation, and resource sharing required in such an environment

 Ability to establish and maintain effective communications relationships with library, staff, faculty, administrators, students, and the external community.
- munity

 Evidence of effective, innovative leadership in resource development
 Experience with using and managing library automation systems and new library technologies

library technologies

Appropriate educational background, including an ALA accredited master's level degree or equivalent

Salary is commensurate with experience. Nominations and/or applications, including current résumés and references, should be submitted no later than March 15 to: The Secretary, University Library Systems Director Search Committee, University of Phisburgh, 826 Cathedral of Learning, Pattsburgh, PA 15260.

The University of Presburgh is an Equal Opportunity, Affirmative Action

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ASSISTANT DIRECTOR OF ADMISSIONS

This is a full-time, non-unit professional position reporting to the Director of Admissions. Will assist the Director with the implementation of the College enrollment and marketing plan. Responsibilities include marketing; recruiting and evaluating applicants; admitting and enrolling a culturally diverse student population and related duties.

Qualifications include a master's degree preferably in a Student Services field, coursework in counseling required, experience in admissions and recruitment, excellent interpersonal skills, a high level of energy and creativity; a willingness to work long and flexible hours, an interest in strategic planning and handling details, ability to function cooperatively within the division. Computer literacy and flexible, in Spanish are desirable.

Salary range: \$28,000 to \$34,000 per year. Letter of interest and résumé must be postmarked by January 24, 1992. Three professional references and official transcripts are required. Apply

Nancy Ferguson Director of Human Resources Mount Wachusett Community College 444 Green Street Gardner, MA 01440

An Affirmative Action, Equal Opportunity Employer which actively seeks to diversify its workforce. Minorities and females are encouraged to apply.

Evensville is an independent, church-related, selective admissions University located in a city of 135,000 in southwestern Ludiens. It offers a comprehensive program of instruction including liberal arts, science, engineering, business, nursing, and education. Enroltment numbers 2,200 full-time attidents. The University also includes a major campus in England, Harjaxton College.

urce from an ALA accredited library school; knowledge of business and economics library resource; knowledge of database searching and library instruction concepts and methods. Desirable: 1-2 years reference experience: an MBA or subject master's degree in business or economics; familiarity with NOTIS; familiarity with CD ROM technology. Salary is \$24,000 minimum for 12 months. Faculty status, tenure track. Salary dependent on quasifications and experience. Benefits include medical, dental, state retirement and optional TIAA/CRBF. Letter of application, resumd and names and addresses of four references should be received by January 31, 1992. Apply to Thomas F. McNally, Assistant Dean for Public Services, Thomas Cooper Library, University of South Carolina, Columbia, South Carolina 29208-0103. Equal Opportunity, Affirmative Action Employer.

maniferty with NOTIS; Amiliarity with CD ROM techpolosy. Salary is \$24,000 minimum for 12 months. Faculty status, tenure track. Salary dependent on qualifications and experience. Benefits include medical, dental, state retirement and obtinated medical me

Smith College Director of Information Systems

tion of Director of Information Systems. The Director provides leadership in planning and implementing information and communications technologies at the college, and is responsible for managing a recently integrated department (including academic computing, administrative computing, and campus networks) with a staff of 30 professionals and budgets in excess of \$2 million. The Director reports directly to the President of the College and is a member of the President's planning and policy group.

The college seeks a Director of Information Systems with a demonstrated vision and understanding of the vital role of com-puting and communications in both the undergraduate curriculum and the administration of a liberal arts college. The Director must also have proven leadership and management abilities, excellent written and oral communication skills, demonstrated proficiency in managing multiple priorities, and the ability to balance the development and resource needs of a broad and varied range of academic and administrative constituencies.

Smith College is aggressive in advancing its administrative and academic hardware and software systems, integrating computing into the curriculum, and moving toward a more tightly networked campus. The college libraries have embarked on a number of initiatives that require close cooperation between Information Systems and the libraries. The college is a member of NEARNet.

Candidates should have a minimum of 10 years of progressively responsible experience in information systems, including substantial involvement in the management of a computing organization, preferably in an educational institution. They should have strong technical knowledge, especially in the area of networking, and be familiar with the major operating environments used on campus (VMS, UNIX, PC-DOS, Mac-OS, and Netware). An advanced degree is required; a Ph D. is preferred.

Applicants should submit a resume and a cover letter which includes a brief outline of the applicant's vision of the role of information technology at a liberal arts college. The deadline for the receipt of applications is February 15, 1992. Further information is available on request. Please send all applications and inquiries to: Charles Staelin, Chair, Search Committee, Smith College, Box 755, Northampton, MA 01063. An Affirmative Action/Equal Opportunity Institution. Minorities and women are encouraged to apply.



COMMITTEE ON **NATIONAL STATISTICS** Study Directors/Research Associates

Study Directors/Research Associates

The NATIONAL RESEARCH COUNCIL is seeking Study Directors and Research Associates for advisory studies on how to improve statistical methods and information for public policy decisions. Study Director responsibilities include working with penels of experts on the content of and alternative ways to conduct the consus in the year 2000. Research Associates responsibilities include working on census studies including alternative measures of poverty and federal economic statistics. A Ph.D. or equivalent in a relevant discipline (including statistics, economics, demography, or policy analysis) with training in quantitative methods and at least four years of relevant experience for a Study Director, and two years for a Research Associate in one or more of the following: methodology (design or analysis) survey research, economics, demographic research, national statistics, policy analysis with large data bases, statistical program administration, or statistics in public or private decision making. Positions require abilities to interact productively with senior scientists and other staff in a team affort and demonstrated skills in effective organization, communication, research, and, for a Study Director, management. Please send resume with names to: NRC/CNSTAT, 2101 Constitution Avenue, N.W., Washington, DC 20418, EOE

an and seven other departments in coordinating programs and services. Expected to be fully committed to recruitment and development of a strong staff and to serve as a role model and leader among professional staff. Qualifications: Required: ALA-accredited MLS; broad, successful experience in librarjamship and in the use of the literature of screece and technology in both mrint and electronic formats. Desirable: Proven scholarly record in writting to positical sciences, evidence of ability to meet entirely for (enter. Salary \$23,000). Desirable: Proven scholarly record in writing and research, professional schi'lity at the national level, background in science and technology with an emphasis on the technical literature and eighteering, and a second master's, or a doctorate. Salary range 534,000-542,000, or higher dependent upon qualifications and experience. Application review process begins April 15, 1992. Beginning date September 1, 1992. Apply to Robert C. Gilbbs, Chair, Science and Technology Department Head Search Committee, Raiph Brown Draughon Library, Auhurn University, Alabama 36849-5606. Social Sciences Cataloger: Duties include primary, responsibility for the cataloguing (both original and revision) of monographs in the LC classifications Be-F and J. K and the supervision of one support staff position. Qualifications: Required: ALA-accredited MLS; strong academic record;



HUMBOLDT STATE UNIVERSITY Director of Plant Operations (A Non-Tenured Administrative Position)

Humboldt State University seeks a Director of Plant Operations, a non-tenured administrative position reporting to the Director of Physical Services, and managing a staff of one hundred employees. This is an executive position responsible for planning, managing, budgeting and implementing physical plant operations through supervisory, engineering, clerical, and building trades and maintenance personnel to support the academic mission of the University. Candidates whose characteristics and qualifications also sait them to prepate individuals to function in a culturally and ethnically diverse society are especially encouraged to apply. RESPONSIBILITIES

RESPONSIBILITIES
Major responsibilities include managing the programs, activities, personnel, budger, and physical resources of the operation, maintenance and repair of University buildings, grounds and related equipment engaging in short, and long-range planning to improve service to the campus while protecting the environment and conserving vital resources; maintaining compliance with established policies and developing effective procedures for meeting future needs and potential problems not covered by existing policy; developing, interpreting and applying guidelines and regulations governing plant operations; monitoring and coordinating California State University systemwide policies and formulas to assure University compliance; supervising the activities of plant operations huilding trades, maintenance and operations, grounds and landscaping services, and cosnotial services units.

MINIMUM QUALIFICATIONS
EXPERIENCE AND EDUCATION Bachelor's Degree in Engineering, EXPERIENCE AND EDUCATION: Bachelor's Degree in Engineering, Business Administration, or other relevant program, with preference for advanced degree; five years or more of successful management and administrative expenience with a proven record of accomplishment in the physical plant setting, preferably at a college or university; objective, technically-based problem solving abilities; effective writing and oral communication skills; ability to establish and maintain competation and consultive working relationships with the campus community and external constituencies; demonstrated rhorough knowledge of effective rechniques for plant administration, including strong leadership and supervisory skills, and a commitment to team building; commitment to the principles of Affirmative Action, ability to accomplish campus instructional and support program objectives while maintaining the integrity of the physical plant.

SALARY Commensurate with education, experience and qualifications.

APPLICATION
Interested candidates should provide a letter of application addressing the minimum qualifications; a résumé; and names, addresses and phone numbers of at least three professionals familiar with the applicant's qualifications

Kenneth I. Combs
Director of Physical Services
Humboklt State University
Arcata, CA 9521-4947
(707) 826-1111

Applications postmarked by Pebruary 28, 1992 will receive full consideration. Late applications will be considered if the position is still vacant. The projected starting date is June 15, 1992.

An Affirmative Action, Equal Opportunity, Title IX Employer, Application from qualified women and minority candidates are particularly encouraged. How-bold State University birts only individuals lawfully authorized to work in the

ILLINOIS STATE UNIVERSITY Director

Research and Training in Information Systems **Technology Laboratory**

A dynamic Director with Research and Consulting Experience is sought for the recently funded RTIST Lab in the Applied Computer Science Department. The Director should qualify as a tenure track Full Professor with an 11 or 12 month appointment. The RTIST Lab mission is to provide an environment enabling faculty and students to focus on new and emerging technology and its impact on information Systems Development. It will support research in 15 topics of importance to business and industry. Current Lab emphasis includes CASE tools, Multi-Media and Group Support Systems. The Director will maintain a research program and teach at least one course per year. Closing date: March 15, 1992. Contract: Lawrence C. Eggan, Chairperson, ACS Department, Illinois State University, Normal, Illinois 81761.

library: Catalogar, Technical Services Head to manage acquisitions and catalog departments in a newly untomated (DRA system) four-year college fibrary. Duties include all technical services operations: search, order, catalog; original catalogies: search; preputation. Occasional reference duty. Salary from 510,000 depending on qualifications and office. Position opens July 1992. Ministrum requirements: ALA MLS; 4 years' professional technical services experience, including catalogies with OCLC and AACR2; 2 years' supervise. Salary substitutes of the proposition of the proposition of the provide reference service, bibliographic work in library automation, with DRA experience desirable; good interparation of the provide reference service, bibliographic work in library automation, with DRA experience desirable; good interparation and relations and communication skills, Faculty position, 12 month contract, 30 supervise, train, and monitor paraprofessionals, ciercal and student support staff:

Associate Program Director

West Virginia Experimental Program To Stimulate Competitive Research (WV EPSCoR)



The State of West Virginia seeks applications for the position of Associate Program Director for the West Virginia Experimental Program to Stimulate Competitive Research (WV EPSCOR). The purpose of this program is to develop faculty research capability with special emphasis on areas contributing to economic development in the State.

Duties of this position include: coordination of the overall WV EPSCoR program with seven federal agencies and specific responsibility for management of the program funded by the National Science Foundation; management of the EPSCoR office: development of research programs; and, communication with Advisory Committees, participating universities and colleges in West Virginia, external sponsors, industry, and state government.

Outlifications of the successful residence will be leaded a program of the programs. Qualifications of the successful candidate will include: demonstrated abilities in

Qualifications of the successful candidate will include: demonstrated abilities in administrative, technical, and budget management of research programs; writ-ten and verbal communication skills in proposal preparation, newsletter publi-cation, and information transfer; and, interpersonal skills to work effectively with research faculty, program sponsors, and stale and industry executives. MS degree or higher degree preferred, or substantial experience in program

Initial screening of applicants will begin on January 9, 1992. Applications will be accepted until the position is filled. Letters of nomination and/or applications with a list of at least three references should be sent to: Richard A. Bajura, EPSCoR Program Director, 105 Stewart Hall, West Virginia University, Morganton, WV 26506-6001.

West Virginia University is an Affirmative Action, Equal Opportunity Employer.

Director of User Services NorthWestNet. Seattle

NorthWestNet, a regional, NSF-sponsored, communications natwork focusing on the computing and communications needs of the reasearch and education community, is seaking applicants for the position of Oirector of User Services. This position will be responsible for the design, implementation, operation, and mensgement of comprehensive information services and user services program developed collaboratively among members in a B state region. Specific projects include, but are not limited to, internet training programs, directory services, and on-line document storage and retrieval.

NorthWestNet solicits applications (retrieval)

NorthWestNet solicits applications from individuals with a demonstrated ability to manage large, multi-disciplinary projects involving a varied constituency. A successful history of document and training program development is also desired. Women and minorities are encouraged to specify

Your correspondence, including a letter of application, curriculum vitae, and a fist of three references, should be sent to Dan L. Jordt, Search Committee Chair, NorthWeatNet, 15400 SE 30th Place, Sulta 202, Bellevus, WA 98007. Review of applications will commence Feb. 15, 1892, and will continue until the position is filled.

(vi) sitend meetings, conferences, and seminars on current trends, new technology and development in library operations, and (vii) perform related duties as assigned. Qualifications: Master's degree from an ALA-secredited library school. A subject M.A., M.B.A., or Ph.D. would be an asset. Baperience in coline database searching. A dynamic Director with Research and Consulting Experience is sought for the recently funded RTIST Lab in the Applied Computer Science Department. The Director should qualify as a tenure track Full sion is to provide an environment enabling faculty and attudents to focus on new and emerging technology and its impact on information Systems Development. It will support research in 18 topics of importance to business and industry. Current Lab emphasis includes CASE tools, Multi-Media and Group Support Systems. The Director will support research in 18 topics of importance to business and industry. Current Lab emphasis includes CASE tools, Multi-Media and Group Support Systems. The Director will support research in 18 topics of importance of business and industry. Current Lab emphasis includes CASE colorations. Lawrence C. Eggan, Chairper Glosing date: March 15, 1992. Contact: Lawrence C. Eggan, Chairper State University, Normal, dilinois 81761.

Equal Opportunity, Affirmative Action Employer.

Library: Cutalos Librariae (twelve month, possibility of campus housing, 5ead relations and the second state of the continuous control of the safety of the four libraries in the Unified States with collections of over 24 million networkers and states with collections of over 24 million networkers and states with collections of over 24 million networkers and states with collections of over 24 million networkers and states with collections of over 24 million networkers and produced and control of the four libraries and control

Library. Head Librarian. College of the Ozarka Invites applications for head librarian. Responsibilities incline overall manassement and development of library services, collections, budget and staff, M.L.S. degree from an ALA accredited library school and spacetice in administration of academic library and computerized peterence service required. Candidates should have awareness of emersing trends to academic fibraries and a strong commitment to service and isnovation in an understanding library. Twelve month scademic rear contract logisming as early as tune 1 1997. The college, located in southwest Missouri peer Branson, is a flip acredited, four year, work-study liberal arts college with a commitment to Curistian faith and service.

Faculty rank and solary commonsurate with experience. Please submit letter of application, resumed, three letters of recommendation and transcript to Dr. Kenton C. Olson, Dean of the College, College of the Ozarks, Point Lookent, Missouri 65726. An AA/EO employer.

An AAMEO employer.

Ubersyi Southern Arkansas University. Assistant Librarian for Reference/Goverament Documents. SAU is seeking applications for a Reference/Goverament Documents. SAU is seeking applications for a Reference/Goverament Documents. Librarian. Responsibilities include providing seneral reference services, collection development and user education, catalog goverament documents using OCLC, participating in bibliographic instruction and data base searching. Reports to Director/Dean of information Services. Qualifications: ALA-accredited MLS with preference for training in sovernment documents and knowledge of DiALOG and STN. Salary commensurate with qualifications. In addition, SAU offers an excellent frace benefits speckage. Applications will be accepted until the position is filled. The formal review process will begin February 15, 1992. Interested persons should send a letter of intorest, resums and the names, addresses and telephone umphers of three poople who may be contacted as references to: Director of Parsonnel, Southern of the reason and the commensurations of the complete of the process of the

Arimansa 71733, telephone: (50) 235-4008. Affirmative Action, Equal Opportunity Employer.

Library: Reference Librarian / Catalogor-Peon State Harrisbura. Creative, flexible librarian to provide searcal reference and non-print cataloging services is the Heindel Library of Peon State Harrisbura, an up-per-division and graduate college of the Pennsylvania State University. This is a hirrisbura every to the proposition of the Pennsylvania State University. This is a hirrisbura every to the provide search easistance, bibliographic instruction, online and CD-ROM literature searching and collection development. Technical service resisponsibilities include original and copy catalogo on non-print, materials in all formation. apocalbilities include original and copy catloging on non-print materials in all formais, providing suldance in processing,
and acting as ilaison between public and
special services for non-print materials.
Successful candidate will demonstrate ability to work effectively with students, faculity, staff and administrators. Campus Facts;
ity to work effectively with students, faculity, staff and administrators metropolitan
and 1200 stradness attudents; 140 faculty.
Collections include 210,000 volumes;
975,000 microforms; 1530 periodical subscriptions. Qualifications; Regulars ALAaccredited MLS, or equivalent, plus two
years' professional experience as a public
stription; the staff of the properties of the procedge. Additional advanced degree and microcomputer skills deatrable. Potential for
promotion and tenure will be considered.

knowledge of archival theory and practice, plus knowledge of methods of histofical is search. Minimum threa years' exprisor in manuscripturchival procession in secial collections/archives facility. Breefea written and oral communication stills estential. Familiarity with AMC and other computer-based applications to procession are required. Supervisory experience is manuscripts lebrarizan/curator or archival in highly desirable. Appointment at the Amciente level requires extensive constrained processions experience, UCSD librarian are expected to participate in librarywhen planning and be active professionsly. Closing date: February 28, and its of the references to: University of California, Su Diego, Janet Tait, Academia Personal Constitution, Library Personal Office, 917511-2, 9500 Chiman Drive, La Jola, Onforma 92093-0175. Salary and academic rank dependent on qualification; \$26,000 minimum. Benefits foculate liberal vacation and sick leave; excellent insurance; State or TIAA/CREP religrement options; and educational privillages. To snply, send letter, current resume and names of three references to: Sandra Jackson, Box Criff. Penn State Harrisburg. Middletuwn, Pennsylvania 17057-4892.

Linguistics: The University of Californa.
Los Angeles, Department of TESI, and Applied Linguistics invites applications for abled Linguistics invites applications for a feature-irack opposituation from open a feature-irack openium the production budgelary approval. The careful in production budgelary approval. The careful in the production budgelary approval.

DIRECTOR

Institute of Puerto Rican and Latino Studies

The University of Connecticut seeks a distinguished protessional to lead in the establishment of an Institute for Puerto Rican and Latino Studies at its Storrs Campus Responsibilities will include setting up and implementing an agenda for program and curriculum development. It successful candidate will serve as Director for a minimum of five years, while holding a tenure-track position in an academic department. Applicants for this anticipated postion must possess a PhD in the Social Sciences and be qualified for appointment at the senior faculty level, A demonstrated commitment to and experience in Puerto Rican/Latino Studies and related issues are required, as is a strong record of scholarship and teaching in this field. Administrative experience is essential. Review of applications will begin immediately and continue until the position is tilled. Effective hiring date is September 1, 1992. This is a 10-month/year appointment; salary negotiable depending on qualifications. To apply, please send letter of pending on quantications. To apply, prease send letter of interest and curriculum vitae to: Paul B. Goodwin, Associate Dean, CLAS, U-98, 241 Glenbrook Rd., University of Connecticut, Storrs, CT 06269-2098. AA/EOE. (Search #2A65)



WITTENBERG UNIVERSITY Director of Athletics and Recreation

Wittenberg University is accepting applications and nominations for the position of Director of Athletics and Recreation. The Director reports to the Provost and is responsible for the management of intercollegiate athletics and the recreational services program of the University. Spedic responsibilities include planning and administering budget and programs evaluating and supervising the work of the athletics stall and the coachet overseeing compilance with NCAA rules; and coordinating the use of athletic facilities. The position becomes available on July 1, 1992, and 84 twelve month, administrative appointment with competitive salary and fringe benefits.

Image benefits.

Qualifications include: at least the Master's degree in an appropriate field experience in coaching and/or teaching in NCAA Division ill added programs: at least three years' administrative experience in intercologiste athletics; demonstrated commitment to equity in athletic and recreational opportunities for men and women; an understanding of the role of a Division ill athletics program in an undergraduate, liberal arts and sciences institution; demonstrated support for recreation and intramurals; strong organizational. Communication, and interpersonal skills.

Wittenbore is a blobble faller than considerational liberal arts and sciences. Wittenberg is a highly selective, co-educational liberal arts and sciences university, related to the Evangelical Lutheran Church in America, it has an enrollment of approximately 2,300 students and is located in Springfield.

The University actively seeks applications from women and minority candidates. Applications should include a letter of interest in the position a curriculum vitae, and the names, addresses, and telephone numbers of five references. Applications and nominations should be mailed before January 31, 1992 to: Gary D. Gaffield, Assistant Provost for Academic Programs, Wittenberg University, P. O. Box 720, Springfield, Ohio 45501

Wittenberg University is an equal opportunity, affirmative action employed

UNION COLLEGE DIRECTOR OF EDUCATIONAL STUDIES

BULLETIN BOARD: Positions available

Direct teacher preparation programs at the undergraduate and graduate (M.A.T.) levels for secondary school (grades 7-12). Recruit master teachers and supervisors and identify and 12). Recruit master teachers and supervisors and identify and supervise field sites and placement for student interns. Coordinate program courses and faculty teams and advise students. Promote interactions between the College and secondary schools. Teach courses in educational theory and practice (e.g. psychology of teaching, and curriculum, evaluation, and instruction).

The Union College Educational Studies Program was initiated in 1988 as an innovative program based firmly in the liberal arts college. The program features coursework taught by teams of secondary school teachers and liberal arts faculty: year-long teaching internships; a strong link between the-

by teams of secondary school teachers and horse arts facul-ty; year-long teaching internships; a strong link between the-ory and practice; small cohorts; content-specific methodolo-gy; peer-coaching and team-teaching; strong content ma-jors; and a programmatic emphasis on alternative models of teaching, teacher as reflective practitioner (including the use of journals and portfolios) and teacher as change agent.
Position requirements: Earned doctorate in Educational
Psychology, Education, or related field; secondary school

and college level teaching experience and demonstrated ex-cellence in teaching. Preference will be given to applicants with administrative experience or background; evidence of scholarly research and publications in a field related to edu-cation; evidence of a strong background in psychological theory as it relates to teaching; and a commitment to alterna-

tive teaching practices and schooling.
Send vita, at least three letters of recommendation, a statement of educational teaching philosophy, and supporting documentation of teaching expertise. Deadline: January 30, 1992. Position to begin June 1, 1992. Applications and inqui-

Terry S. Weiner Associate Dean of Faculty Science & Engineering Building Union College Schenectady, New York 12308

Affirmative Action, Equal Opportunity Employer.

MIT

NEWS OFFICE

Assistant Director, Science/Engineering News (ref. Job No. A91-122)

Assistant Director, Public Relations (ref. Job No. A91-123)

The focus of both jobs is news media phone contact and

Requirements: BA/BS; at least 5 years' experience in field. National media contacts desirable, Excellent writlog and interpersonal skills. Send two copies of resume, cover letter and three writing samples or clippings (refer to specific job number) to: Maureen Wolfe, MIT Personnel Office, E19-239, 77 Mass. Ave., Cambridge, MA 02139-4307.

MIT is an Equal Opportunity/Affirmative Action Employer. MIT is a non-smoking environment.

Massachusetts Institute of Technology

Linguistics: The Yale University Department of Linguistics invites applications for a position as assistant professor in the area of synactic theory. The candidate selected will be appointed to a three-year term becaming in the academic year 1992-93. Applicants with teaching experience and publication history are especially sought, and professors will be siven to those candidates frameworks. Applicants are requested to forward a detailed vite and list of referees before February 1, 1992 to: Syntax Search Committee, Department of Linguistics, Yale University, P.O. Box 1504A Yale Staton, Rey Haven, Connecticut 06520. Yale University is an Affirmative Action, Equal Dyportunity Employer. Women and minorated to apply.

Management: Assistant Professor. Teach upper level and possibly MBA courses, primarily FOM or stratesy. AACSB accredited; some research and service necessary. Require doctorate in management: ABD considered. Apply before January 31, 1992 to Warran W. Fisher. Chairman, Department of Management and Markeling. Stephen F. Austin State University, P.O. 802, 970. Nacogdoches. Texas 75962; (469) 584-103. AA/EEO employer.

University of North Texas, Denton, Texas 76203-3827. AA/EOE.

Linguistics: The Yale University Department of Linguistics invites applications for a position as assistant professor in the area of syntactic theory. The candidate selected will be appointed to a three-year term bestinates in the academic year 1932-93. Applicants with teaching experience and publication history are especially sought, and proference will be given to those candidates.

to tenure. Behavioral science orientation desirable. Commitment to excellence in undergraduate teaching required: college teaching experience desirable. Send application letter, three letters of recommendation directly from referees, transcripts of all college and university work, anaples of professional or scholarly work, and teaching evaluations iff available) to Dr. Kenseth P. Goodrich, Dean of Faculty, Lingeld College, McMinoville, Oregon 97122. Screening begins February 10. AAICO.

California State University San Marcos

Campus Computing

DIRECTOR

Telecommunications

Reporting to the Academic Vice President, the Director will be responsible Reporting to the Academic Vice President, the Director will be responsible for the development, management and utilization of administrative and academic computer resources, information processing resources, and telecommunications facilities for voice, data and video communications. The Director will also be responsible for expanding the scope of developing technologies including personal computers, office automation and networking in the temporary. University facilities and the planned new campus facilities through the variulation and implementation of innovative applications for these technologies.

Candidates possessing a Master's degree antior Ph.D. in a computer related field are desired. Experience planning and managing computing and tele-communications resources and support in higher education preferred. Background should include significant experience in evaluating and implementing a multi-vendor environment of voice, data and video systems. Granificates must be able to demonstrate ability to work successfully with faculty and administrators in planning and implementing computing and telecommunications applications. Four years of recent, progressively responsible experience managing a computer facility; stong technical computer background and demonstrated ability to manage technical and support stall required.

Applicants should send a letter of interest, a complete curriculum vitae, and names, addresses, telephone numbers and tax numbers of three professional references to:

Chair, Search Committee Director, Campus Compuling and Telecommunications California State University, San Marcos San Marcos, CA 92096-0001

To assure full consideration, materials should be received by February 17, 1992. Search will continue until the position is tilled. CSUSM is an Affirmative Action, Equal Opportunity Employer. Women and uthnic minoraties are appropriated to small.



Associate Director of Law Library

The Washington University in St. Louis. Fround Law Library is seeking candidates for the position of Associate Director. Responsibilities include the oversight of the law library's day-to-day activities, long-range planning, responsibilities for acquisitions and collection development program, supervision of the serials department, coordinating relevant operations with the calebring department and supervision and coordination of staff. This position reports to the Director of the Law Library. Available February 1, 1992. Required: master's degree in Library Science from A.L.A. accordited program: 1. D. degree pins three years' relevant administrative experience. Selary commensurate with qualifications.

Employment eligibility vertification required upon hire. Affirmative Action, Equal Opportunity Employer.

Spud résumé (v. Record Bernard D. Reams, Ir.
Professor of Law
Director, Law Library
Washington University
Campus Hox 1120
St. Louis, MO 53130-4808

nent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and one are encouraged to apply for this position. Send eleter of application, curriculum vine, and three letters of reference to: Dr. George Lermer, Faculty of Management, The University of Lethbridge, Alberta, 11K. 10K. Wingste, College, Wingste

Management: The School of Business of Wingate College, a North Carolina Bagilation for a position in Management. Taschins will be at both graduate (MBA) and undergraduate levels, and may locitude courses in Management, Human Resources, Strategy, and Organizational Theory. Ph.D.PBA required the properties of a Christian college environment. Position available Fall 1992. Applications of a Christian college environment. Position available individual must be supportive of a Christian college environment. Position available June or August, 1992. Send sapplication, rissumé, and three letters of reference for names, addresses, and phose numbers of three references) to Professor I. S. Kirkwood, Chair, Management Search Committee, School of Business, Campus Box 3032, Wingate College, Wingate, North Carolina 28174, Wingate is a braccalaurate level, liberal arts college of about 1400 students and siao offers the NBA and master's in teachina. AAFOGE.

Management information Systems: Assistant or Associate Professor. Earned doctors in Management information Systems: Assistant or Associate Professor. Earned doctors in Management information Systems: Assistant or Associate Professor. Earned doctors in Management information Systems: Assistant or Associate Professor. Earned doctors in Management Information Systems: Assistant or Associate Professor. Earned doctors in Management Information Systems: Assistant or Associate Professor. Earned doctors in Management Information Systems: Assistant or Associate Professor. Earned doctors in Management Information Systems: Assistant or Associate Professor and doctors in Management Information Systems: Assistant or Associate Professor. Earned doctors in Management Information Systems: Assistant or Associate Professor and Company of the State Profe

shoul 1400 students and sino owers the MBA and master's in teaching. AAFOE.

Management information Systems: Assistant or Associate Professor. Harmed doctorate in Management Information Systems are filled, but first considerations are filled, but first considerations are filled, but first considerations received by March 160 per positions for the final stages of completing the dissertation. Candidates must demonstrate an aptitude for successful research, teaching and public service. Applications received by middlesh "February 1; 1997, will be considered, Applicants should contact; Paul Chency, College of Bushess Administration, University of South Florida, Tampa, Florida 1840, Applicators and meetings for Fig. 1992. The first positions are positions for Fig. 1992. The first position will be responsible for teaching assignments in the surface of instruction will be responsible for teaching assignments in the area of instruction required; A.B.D.'s the Judy of the position of the public. The University of South Florida is an AA/EO institution. All positions contingent upon finaldist.

Management Science: The School of Bushess of Wingsate College, a North Carolina Baptist-supported, liberal arts college near.

Charlotte, Invites applications for a position for Management Science. Teaching will be at both gradual (MBA) and undergradian to the public contract in the public contract in the public contract in the public contract of the public contract of

Director for Computer and Communication Services

Mentor, Ohio

Lakeland is a fully accredited, comprehensive, state-assisted community college located 30 minutes from Cleveland on a campus of 400 wooded acres and contemporary buildings. Our operating budget for 1990-91 was in excess of \$23 million. Enrollment in credit courses for Fall, 1991, was 8,444 students.

This is an administrative position with responsibility for planning and implementing campus-wide voice and data communication systems and coordinating the financial and human resources available to enact program installation; on-site maintenance of micro-computers and peripherals, and user training.

Required qualifications: Bachelor's degree in information systems or other closely-related business management discipline which included information systems coursework; technical experience at both the mainframe and micro-computer platform levels; two years' administrative-level responsibility (i.e., long-range plan-ning, budgeting, etc.) for computer services: and five years' computer experience from areas such as systems development program-ming, operations management, and/or network development.

Preferred qualifications: Master's degree in information systems or a closely-related business management discipline; experience with voice and data communication networks; familiarity with DEC VAX hardware and VMS operating system; IIIM 4300 series hardware with DOS/VSE operating system; BASIC programming language and/or MS/DOS microcomputer operating system; and experience with Novell and Ethernet LANs.

We offer a competitive salary, a wealth of comprehensive, collegepald benefits and a smoke-free work environment that encourages professional and personal creativity and growth. To apply, submit a letter of nomination or application and current, detailed resume by February 3, 1992 to



7700 Clocktower Drive . Mentor, OH 44060-7694

REFERENCE/INFORMATION SERVICES LIBRARIAN

The College of Staten Island of the City University of New York seeks candidates for the faculty position of Reference/Information Services Librarian. The CSI Library, which serves over 12,000 students in associate, baccalaureate, and graduate degree programs, will be housed in a new state-of-the-art facility on a 204-acre campus in two years. The position requires heavy reference center duty in an environment that emphasizes the teaching component of the reference function. Resources include the Dow Jones News Retrieval System, the online public access catalog module of NOTIS, and CD-ROM search stations. All reference librarians participate in the library instruction program and in collection development. Requirements: ALA-accredited MLS plus a second master's degree required for professorial rank; will consider for appointment at instructor level candidates who do not yet possess the second master's but who present particularly strong reference and library instruction experience in an automated satting. To start: September 1, 1992 or sooner. Rank: instructor, Assistant or Associate Professor, depending upon qualifications. Salary range: \$30,801-\$51,324. Send curriculum vitae and names of three references by February 15, 1992 to Professor Waller T. Dornfest, Acting Chief Librarian, The College of Staten Island/CUNY, 130 Stuyvesant Place, Staten Island, NY 10301.

Equal Opportunity, Affirmative Action Employer

Assistant/Associate Professor of Marketina with: 1) a DBA or Ph.D. in Marketing from a regionally accredited university. 2) Experience in the field of marketing with a major corporation or marketing consulting from the College has over 600 students in business related uniors or graduate programs. 350 audents are in undergraduate. BA/BS degree programs within the School of Business. Address all repties to: Palm Beach Allantic College, Attention: Dr. Robert Wharton, The Rinker School of Business, P. O. Box 24708, West Pakm Beach, Florida 33416-4708.

Markeling: Markettar and Management Department, Paculty position. Full time, termine track position in Markettar starting September 1992. Responsibilities include teaching introductory and advanced Marketing courses. Applicants should appreciate the value of and have a sincere interest in teaching induction courses. Bacelleace in teaching and Marketing research competence are essential. Qualifications include a fermingle degree in Marketing or a closely related field and an interest in pursuing research. Confidence currently in active pursuanch. Candidates currently in active pursuanch. related field and an interest in pursuing research. Candidates currently in active pursuit of a Ph.D. who have relevant teaching
and business experience will also be considered. Located two rules north of Albany, Siena College is a private, comprehensive college in the Liberal Arts tradition
with an enrollment of 2700 students. All
qualified applicants including women and
minorities are encourased to apply. Applicants should send a letter of application
stating teaching and research interests, a
curriculum vitas and three letters of recommendation by February 15, 1992 to: Mr.
Gilbert M. Brookins, Acting Department
Head, Markeding and Management Department, Siena College, 515 Loudon Road,
Loudonville, New York 12211. EOB.

seven full time faculty positions, serves more than 225 undergraduate majors and is part of the School of Arts and Sciences. Stills courses are taught in computer abantsworked to computers in all faculty offices. Faculty also have access to global internet through the all-campus network. Broadcast and photo facilities are available for both class and student organization use. St. Bonaventure is accredited by Middle States Association of Colleges and Secondary Schools, and the department is examinance excitation of the secondary Schools, and the department is examinance excitation of the secondary Schools, and the department is examinance excitation of the secondary Schools, and the department is examinance excitation of the secondary Schools, and the department is examinance excitation of the secondary Schools, and the department is examined and three letters of recommendation, the secondary of the secondary of the secondary Schools, and the secondary Schools, and the secondary of the secondary



DIRECTOR OF PLANNING AND INSTITUTIONAL RESEARCH

Columbia University seeks an exceptional planner and analyst to

Columbia university seeks an exceptional planner and analyst to direct the projects of the Office of Planning and Institutional Research, which reports to the Associate Provosi for Policy

Research, which reports to the Associate Provosi for Policy Research and Planning. The position affords an opportunity to play a significant role in strategic planning at Columbia. The Director will work closely with the Deans, senior administrators, and the Provost's office to advise on and formulate planning and policy throughout the

The Director designs and conducts in-depth studies of academic policy issues and problems; provides information and analytic support for School and administrative planning efforts; designs,

analyzes, and maintains internal and comparative databases that support University planning and program evaluation; assists in the development of planning protocols for academic units; prepares

reports on University planning issues for various constituencies, including the Trustees, the University Planning and Budgeting

Committee, and the Subcommittee on Academic Priorities, and

analyzes and monitors relevant economic, demographic, and other

Requirements: B.A. degree. Master's degree and/or 3 to 5 years' related experience preferred. Superb quantitative, analytic, and planning skills; an appreciation of the relation between policy

planning in higher education and the data used to support that

planning in righer education and oral communication skills; planning; exceptional written and oral communication skills; leadership and management ability. Familiarity with policy matters of

The position offers a competitive salary and excellent fringe benefits. Send resumes by January 30, 1992, to: Mirela N. Trofin, Manager, Columbia University, Office of the Provost, Low Memorial Library, New York, NY 10027

Columbia University

Columbia University is an equal employment/affirmative action employs

Claremont/VcKennaCollege

DIRECTOR OF ALUMNI RELATIONS

The director is responsible for the development, planning, and implementation of alumni programs, and coordinates, with the president of the alumni association, its executive committee, and its board of directors, the management of the alumni association. Other responsibilities include constituency development, including studentalment relations; involvement in student recruitment and career development; coordination of rounion giving program; chapter activities; alumnicontinuing education.

Chremont McKenna College is a highly selective, private, liberal arts college with emphasis in public allairs and economics. It is one of the five undergraduate institutions that with the Claremont Graduate School comprise The Claremont Golleges. Review of applications begins immediately and continues until the position is filled. CMC is an AA/EEO employer.

Send letter of application and résumé with salmy history to Barbara J. Condit, Director of Personnel, Claremont McKenna College, 500 East 9th Street, Claremont, CA 91711.

ALLEGHENY COLLEGE

MEADVILLE, PENNSYLVANIA 16335

Allegheny College sceks an experienced NeXT step programmer to fill a three-year, non-renewable, NSF funded appointment to support the development of instructional software in the natural sciences. This position will involve working with Allegheny faculty and students to develop and experiment with instructional software for college, secondary, and primary school use. A Ph.D. in an academic discipline is preferred. Please send a letter of application describing your qualifications and names of three references to Joel M. Smith, Director of Educational Computing Services, Allegheny College, Meadville, PA 16335, by January 15, 1992. Allegheny College is an Equal Opportunity Employer.

importance in higher education preferred.

DIRECTOR **ADMISSIONS AND RECORDS**

Southern Illinois University at Carbondale

Southern Illinois University at Carbondale is seeking applications for the posi-tion of Director of Admissions and Records to begin July 1, 1992. This person reports directly to the Vice President for Academic Affairs and Research. In addition to general management of the Office of Admissions and Records, the Director is expected to provide leadership in the implementation of the academic policies of the University by working closely with dears, chalipersons, faculty, and faculty committees. The Director is also expected to plan and conditionate with the deans and directors an annual enrollment management plan.

ment plan.

Responsibilities: The Director of Admissions and Records is responsible for the following implementing academic policies; planning and coordinate genoliment menagement; recruiting new students; admission of undergraducties students, domestic and international; evaluation of undergraduate transfer credit; inventory of courses; scheduling of classes; coordination of registration among the collegiate units; off-campus registration; keeping records of grades and transcripts; coordinating and reporting honors; graduation and diplomas, and reporting data on student admission and enrollment. The Director is also responsible for coordinating major components of the University's Student information System.

Information System.

Qualifications: A minimum of five years of administrative experience with at least three years of successful experience in a major management-level position within an Admissions and Records Office are required. An earned doctoral degree is preferred. The candidate must demonstrate strong management and leadership skills, show evidence of ability to communicate effectively, and understand the role of Admissions and Records within a comprehensive University environment. Experience in personnel management and budget, planning and tamplementing academic policies, enrollment management, and establishing goals and objectives is essential. The candidate should also have direct prior experience with the operation of a comprehensive student information system.

mation system.

Southern lithrots University at Carbondale is part of the Southern Illinois University System which is comprised of two campuses, Carbondale and Edwardsville. Southern lithrots University at Carbondale, with an annual operating budget of over \$300 million, enroils nearly 25,000 students at its Carbondale campus and at 46 military bases throughout the United States. The University offers degrees in over 190 programs ranging from the Associate Degree to the Ph.D. The University also offers professional degrees in Law and Medicina. Approximately 4,000 full-time faculty and staff make up the ten colleges and schools. Located in a rural setting, Carbondale is the economic center of southern filtrois, only a few hours from \$1. Louis and Memphis. Salary: Negotiable based on experience and qualifications.

Applications: A letter of application, a current résumé, and at least three (3) letters of recommendation must be postmarked on or before February 1, 1992. Only completed applications will be considered. Nominations and applications should be sent to:

Nominations and applications should be sent to:

Benjamin A. Shapherd, Vice President
c/o Director of Admissions and Records Search
Anthony Hall, South Wing
Southern Illinois University at Carbondale
Carbondale, IL 62901-4305
SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

New Community College of Baltimore

The New Community College of Baltimore is a comprehensive, state-funded, multi-racial, urban community college serving the City of Baltimore on two campuses. We currently seek the following

DIRECTOR OF FINANCIAL AID

DIRECTOR OF FINANCIAL AID
The College is seeking talented persons for an exciting period of creative program development. The primary responsibility of this position is to manage the Tille IV Student Assistance Program in compliance with Federal regulations. Other responsibilities include: coordinating the administration and management of the Student Financial Aid Operation; developing and implementing policies; developing budgets and funding requests; evaluating financial aid applications; conducting staff training; coordinating Quality Control Project; and other duttles as assigned.

Requires a Machania development of the Student Project; and

Requires a Master's degree in Student Personnel or related field, aupervisory experience in a financial aid operation, experience working in a multi-cultural environment, and excellent oral and written communication skills. Three years of experience working at the community college level is preferred. Salary range: \$38,316-\$51,362.

DIRECTOR OF COUNSELING AND CAREER SERVICES

Responsibilities include: providing leadership for the counseling and careers staff; planning and proposing annual budgets; developing objectives for the staff; providing long-range planning, supervision and evaluation of services; and other related duties.

This position requires a Master's degree in Counseling or a related field, demonstrated experience with intervention strategies for student success, excellent oral and written communication skills, and experience working in a multi-cultural environment. Three years of experience working in a counseling center at the community college level is preferred. Salary range: \$35,316-\$51,362.

Send letter of interest and resume, including the names and phone numbers of 3 references, postmarked on or before 1/17/92 to: Office of Human Resources, NEW COMMUNITY COLLEGE OF BALTIMORE, 2901 Liberty Heights Avenue, Baltimore, MD 21215. EEO/AA Employer.

Mathematical Sciences: The Department of Mathematical Sciences at Appalachian State University of North Carolina system, with approximately 11,300 sto-lents, lavites applications for one or possibly two tenure-true positions in mathematical sciences beginning August, 1922. Appricants will be considered in all areas of mathematical sciences. Ph.D. in mathematics of statistics or an Ed.D. in mathematics education required. Applications in the securation required. mathematics education required. ApplicaJons in the areas of statistics and mathecautice education are encouraged. ApplicaJons in the areas of statistics and mathecautice education are encouraged. Appointments are expected to be at the Assistant
Professor level. A commitment to teaching
is easentied. Research is encouraged and
supported. Salary is commonstante with
qualifications. Send a letter of application,
résumé, graduste transcripts, and have
three current letters of recommendation
forwarded to: Dr. H. W. Paul, Search Committee M. Department of Mathematical
Sciences, Arabathchan Siste University
Boones, North Carolina 28608. Completed
pyticalions must be received by March 1,
1992. Arabatchine State University is an
Equal Opportunity Employer.

Mathematics: Mathematics Instructor (three positions). Matter's degree (or its equivalent) or higher. Poil-time, contract. \$30,648-\$40,488 annually, location linyward, Chabot College. All application must complete our official application form by the closing dete of March 27, 1992. Résumds alone will not be accepted. Write or call Chabot-Las Postina Community College District, \$673 Olibraitar Drive, Suite 100, Pleasanton, Collibrais \$4588. (\$100)

Mathematics South Dakota State University, Mathematics and Statistics Department, Box 2220. Brookless, South Dakota 57097. Tenure-track roestics at Australian Probasor level starting in mid August 1992. One content of a methematical science completed by August 1, 1992. All areas considered but an intensa and demonstrated effectiveness in the pre-paration of accordary mathematics leachers are desirable. Excellence in teaching (12 hours per somester), service and continued substarty activities are expected. Must have streetly exalish communication and interpersonal refailors.

INTERNATIONAL RESEARCH & EXCHANGES BOARD

ASSISTANT PROGRAM OFFICER ASSISTANT PROGRAM OFFICER
Exchanges of Individual Researchers with Baltics and Former USSR
IREX seeks to fill immediate opening for Assistant Program Officer. Responsibilities include arrangements for American researchers to the Baltics and former USSR and reception of research scholars to the US; construction with American Account and Policy Company (1997).

munication with American research and policy communities; courdination with IREX Moscow office and institutions in former USSR. Qualifications: good communication, organizational, and computer skills, strong command of Russlan, knowledge of US/USSR scholarly communities. BA required. Salary in low twenties.

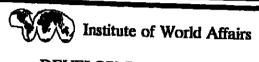
EDUCATIONAL ADVISOR IREX-Moscow Office

Education Advisor sought to counsel applicants to US university degree programs on-site in the former Soviet Union. Knowledge of US admissions practices, degree programs, financial aid and testing requirements needed. Previous experience in advising foreign students desirable. Proficiency in Russian or other relevant languages and computer skills essential. Salary in low twenties.

FOREIGN OFFICE LIAISON

The International Research & Exchanges Board (IREX), with offices in Moscow, Prague, and Bucharest, is developing academic centers throughout Eastern Europe and the former USSR. A Liaison Officer is sought to work in our Princeton office to coordinate communications and planning for these overseas offices and academic centers, including support for student advising activities. Position also involves contact with US academic community. Computer skills and knowledge of these regions desirable.

Send letter & résumé to Director of Soviet Programs, IREX, 126 Alexander Street, Princeton, N.J. 08540-7102 or FAX (609) 683-1511, 638-1686.



DEVELOPMENT DIRECTOR

The Institute of World Affairs, founded in 1924 as an international education organization, has an immediate opening for an experienced person to develop and coordinate its fund-raising activities. The Institute advances knowledge of International affairs through programs that include seminars, residential conferences and publications. The successful candidate will be responsible for directing the annual giving campaign; writing and editing grant proposals and reports; organizing fund-raising events; supervising publication of the Institute's annual report; and otherwise coordinating Institute development activities. Applicants must have attained at least a Bachelor's Degree, be able to demonstrate success in development activities, be organized, and have strong written and verbal skills. Compensation for this position is competitive and dependent on qualifications. Interested candidates are asked to submit an introductory letter, resume and salary requirements to Bradford P. Johnson, Executive Director, Institute of World Affairs, 375 Twin Lakes Road, Salisbury, Connecticut 06068. Deadline: February 14, 1992.

COUNSELOR

Full-time position available on or after February 3, 1992 in the Counseling and Career Development Center, Salary Range: \$2,839 to \$3,418 per month. Applicants must have earned doctorate from an accredited institution in counseling, psychology, or a closely related area, or a California license as a psychologist, or as a Marriage, Family and Child Counselor, or as a Clinical social Worker requiring a master's degree with appropriate Internship, Minimum 2 years' experience in mult-disciplinary counseling center (University setting preferred). Application deadline extended to January 24, 1992. Qualified applicants should send letter of interest, résumé, three letters of recommendation, and a ilst of three additional references with phone numbers, or for more information, contact the Human Resources Office, California Scate University, Stantsbus, 801 W. Monte Vista Ave., Turlock, CA 95380; PH 209-667-3354. CSUS is an EOE/AA/Title DVSection 504 Employer.

skills. Salary competitive. Soreening will begin February 15 and continue until the nosition is filled. Sand letter of application, vita, transcripts of graduate work and armage for three lutters of recommendation (at least one peralming to reaching abilities) to: Dr. K. L. Yocom, Head, Mathematics and Statistics Department, Box 2200. SDSU, Brookings, South Dakota 5700. SDSU is an Affirmative Action, Houst of Drough and minorities are encouraged to apply. Proof of eliability for employment required by the immigration Reform and Control Act of 1986.

Mathematics: Tenure track position for Fail, 1992. Duties include teaching freshman and sophomore math courses. Applicant should posests a strong comment to teaching. Preferred qualifications: a Ph.D. in mathematics or an Ed.D. in mathematics and should posests or an Ed.D. in mathematics. Salary and rank commensurate with qualifications and experience. Send vita, transfers, and three letters of recommendations to: Dr. Bob Nerbun, Chairman of Science, Mathematics, and Suspecifications of Science, Mathematics, and Science, Scie

Mathematics: Paculty Position: Assistant/ Associate Professor of Mathematics begin-alns Pail. 1992. Treching fifteen quarier hours per quarier of undergraduate courses in Mathematics and Computer Science. Serve on Colless committees, participate in departmental activities, do exademia ad-visement and write proposals for external funding. Ph. D. degree in mathematics with

a background in computer science. Submit letter of application, vita, official transcripts, three letters of recommendation to: Dr. Margaret C. Robinson, Dean, School of Sciences and Technology. P.O. Box 20119, Savannah State College, Savannah, Georgia 31404 before February 15, 1992. It not a Equal Opportunity, Affirmative Action Employer.

Affirmative Action and Computing University of Wigners and Computing University of Wigners and Computing, University of Wigners and Computing University of Wigners and Computi

Mathematics: Faculty position. Tenure-track appointment beamning Pall 1992. Mathematics: Hillsdale College, an inde-mendent, co-clusted and liberal arts college.

Wayne State University

DIRECTOR

INSTITUTE OF GERONTOLOGY

Wayne State University is seeking a Director for its institute of Gerontology effective July 1, 1992.

Position Responsibilities:
The Director is responsible for overseeing the institute's budget, personnel and programs. All of its research, leaching and service programs are directed toward the needs of aged individuals. Although the institute has a substantial staff of its own, it is intentisciplinary in scope and it interacts with faculty from a variety of academic units. A productive community of scholars across a wide range of disciplines and interests is available for interdisciplinary research and scholarship and development, including but not limbed to: policy analyses, family and social supports, health and wellness, blomedical aspects of aging, independent living, memory and cognition, and work and retirement

The Director of the Institute of Gerontology reports to the Vice President for Research and Dean of the Graduate School.

Ourifications of Candidate: 1. Elizability for faculty appointment as associate or full professor with tenure in an

appropriate discipline.

Administrative experience in geroniology program development, budgeting, and personnel management in an academic, research, governmental or private program

personnel management in an academic, research, governmental or private program organization.

3. An established program of basic or applied research in gerontology.

4. Successful external funding in the field of gerontology.

5. Demonstrated ability to collaborate with a wide interdisciplinary constituency of gerontologists, including faculty from varied disciplines, professionals, staff, consumers, and local, state, and national organizations.

6. Demonstrated ability to foster leaching, research, and service activities in gerontology among colleagues within the academic institution and with professionals in the field of aging at local, state, and national levels.

7. Experience with private and governmental funding agencies.

8. Participation with gerontological professional societies and service organizations at the local, state, national, and/or international levels.

The Directorship is a twelve-month administrative appointment with a competitive salary commensurate with qualifications and experience. Nominations and applications together with a copy of a current curriculum vitae and the names and addresses of tive references should be furwarded by February 1, 1992 to:

Garrett T. Heber Jein, Ph.D Vice President for Research and Dean of the Graduate School 4045 Faculty Administration Building Wayne State University Delroit, MI 48202

Wayne State University is a nationally ranked urban research university located in Detroit, MI, it has an enrollment of approximately 34,000 students including approximately 13,000 graduate and professional students. Wayne State University is an Equal Opportunity, Alimative Action Engloyer.

■ Affirmative Action ■ **Compliance Officer**

Responsible for maintaining Compus Affirmative Action Plan: monitoring employment trends, recommending remedial and/or proactive measures, working closely with departments to address problems. Conduct statistical audits to verify compliance with Federal. State and University regulations. Investigate internal grievance and discrimination complaints; provide training on a variety of AA issues. Demonstrated knowledge of Affirmative Action laws and regulations; working knowledge of computerized statistical packages; knowledge of basic components of a logal AA Plan, including Eight Factor Analysis; demonstrated ability to communicate offeclively and to work with a diverse constituency; and demonstrated training skills required. Salary: roughly \$30-37,000, depending on qualifications. Send resume. cover letter, and names/addresses of three references (at least one from a former employer) by 2/7/92 to: Gerald Gomez, Director of Affirmative Action, UMass-Boston, 100 Morrissey Blvd., Boston, MA 02125-3393.

> The University is an Affirmative Action/ Equal Opportunity/Title IX Employer.

University of Massachusetts Boston

Mathematics: Numerical Analyst. California State University, San Marcos, located thry miles north of San Diego, it the assest compas in the California State University system. CSUSM seeks a Ph.D. stathematican in numerical analysis for a teuro-truck Assistant Professor position to begin in August 1992. CSUSM seeks an individual with strong academic and professional proparation and with interest in the development of the mathematical sciences at a new institution. Experience with machine computation is preferred. An application consists of a statement of interest in teaching, research and service, a complete resume, and at least three reference stings which should computed to letters which and at least three reference cant's credentials in teaching, research, and service. Copies of scholarly work may be included. Opening pending authorization Applicants should pending authorized to make the complete of the complete of the complete of the complete of the complete. Applications should be seen to: Mathematics Scent Committee, California State University, San Marcos, 820 West California 92096-1477. Review of candidates will begin February 15, 1992, and continue until the position is filled. Women and minarities are strongly encouraged to apply, CSUSM is an Affirmative Action, Mathematics Mathematics.

include teaching and research. Apply on or before May 31, 1992: Dr. Joseph Colen. Mathematics Department, Jackson State University, Jackson, Mississippi 39217.

courses, both core and upper division, for our mathematica and/or actuarial science majors. Excellence in and strong commitment to fraching is espected. Maryville University, located in the Maryville Conter, along Highway 40 and Woodsmill Road in west St. Louis county, is an independent, comprehensive, coeducational independent, comprehensive, coeducational independent, with an enrollment of 3,328 students. Maryville offers there are and professional programs in more than 40 fields of study. Candidates should send a cover letter, detailed resume or via, as well as names, addresses, and telephone numbers of three references to: Ms. Diana B. Dierbern, Director of Human Resources, Maryville University, 13550 Conway Road, St. Louis. Missouri 63141. Affirmative Action, Equal Opportunity Employer, Serrening to beath February 15, 1992 and to continue until the position is filled.

THE UNIVERSITY OF TEXAS AT SAN ANTONIO **Director of Major Gifts**

The University of Texas at San Antonio is seeking a skilled and experienced individual to serve as Director of Major Gifts. The director will report to the Vice President for University Advancement and will work closely with the President and the Deans, as well as with the Vice President and the Director of Development to plan campaign and solicitation strategies for the implementation of major gifts projects.

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strategies for the implementation of major gilts projects.

The University of Texas at San Antonio is a comprehensive, metropolitan university located on the edge of the Texas hill country, serving over 15,500 enrolled students. The city of San Antonio, which combines a rich cultural heritage with a modern emphasis on technology, research and education, is a dynamic city with a population of over 1.5 million in the urban area. The University is in the early stages of its first major gifts campaign, a \$10 million Engineering and Biotechnology Initiative.

Primary responsibilities of this position include identification of campaign leadership and major gifts prospects; planning and implementation of major gifts strategies; day-to-day management of campaign operations; development of cultivation and solicitation strategies; organization of volunteer leadership; and proposal propagation

The successful candidate will have a minimum of a baccalaurente degree and five or more years of experience in development, including successful experience in the major/special gift phases of a capital campaign at an educational institution, or equivalent experience. In addition, the individual should possess strong written and interpersonal communication skills, information management and computer skills, and a commitment to organizational goals. An advanced degree is preferred. Salary is competitive and commensurate with qualifications and experience.

Candidates should forward a letter of application, a current resume, and the names, addresses, and telephone numbers of three references by Pebruary 10, 1992, to:

Dr. Robert G. Horn
Vice President for University Advancement
The University of Texas at San Antonio
6900 Loop 1604 West
San Antonio, Texas 78249-0623

The University of Texas at San Antonio is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Bakken Library and Museum Minneapolis, Minnesota

Director

The Bakken: A Library and Museum of Electricity in Life is a private non-profit educational and research institution consisting of an outstanding permanent collection of rare books, manuscripts, and instruments relating primarily to the history of electricity especially in its therapsuite applications. The Director will have overall responsibility for the implementation of the mission of The Bakken and the supervision of its staff and budget. Among his or her specific responsibilities will be fund raising, expansion of educational outreach programs, and public relations.

Minimum qualifications: Ph. D. preferably in history of science.

Minimum qualifications: Ph.D., preferably in history of science, technology, or medicine, or equivalent experience; high leader-ship and administrative abilities required. Salary will be commensurate with qualifications and experience.

Starting date of appointment: Negotiable, but no later than September 1992. Deadline for receipt of applications: March 81, 1992. Applications from women and minorities are expressly encouraged and solicited.

Applicants should submit letter of application and curriculum vitae and also request that three letters of reference be sent to Dr. Roger H. Stuewer, Chairman, Search Committee, The Bakkon, 3587 Zenith Avenue So., Minneapolis, MN 55410, USA.

Mathematics: Grinnell College, Grinnell, 1992 to teach undergraduate/graduate lows 50112. Two-year term position beginning Fall, 1992. Assistant Professor preferred, Instructor or Associate Professor possible. Candidates will be expected to demonstrate excellence in teaching and to have a commitment to teaching in a tiberal arts setting. We seek the best teachery's scholars repardless of mathematical speciality. Send vits and three letters of reference to Emily Moore, Chair, Department of Mathematics and Statistics, University of Nebrasks at Keaney, Kearney, Nobraska 6849-3360. EEO/AA.

The search will remain open until the position is filted; to be assured of consideration, submit all application materials by March 20, 1992, Grinnell College is an Equal Operation of Statistics, and the college of 1,200 students, seeks to the popuration of the popuration of the popuration of the popuration of the proparation of the popuration of the p Mathematics/Computer Sciencer Hillsdate College, an independent, coeducational, ilberal arts college of 1,200 students, sectional, to two Computer Scientist/Mathematicians for tenure-track positions as Assistant Processors of Mathematics and Computer Science to beain August, 1992. For each position, preference will be given to candidates holding a Ph.D. in computer science or a Ph.D. in mathematics or a related area with a strong or developing a Story in computer science.

include teaching and research. Apply on or before May 31, 1992; Dr. Joseph Colen. Mathematica Department, Jackson State University, Jackson, Mississippi 39217.

Mathematics Maryville University invites applications for a teaure-track assistant professor position in mathematics beginning August, 1992. Ph.D. in mathematics teach as modeline, differential equations for a teaure-track assistant professor position in mathematics beginning August, 1992. Ph.D. in mathematics auch as modeline, differential equations, areast the compatible with the curricular needs of the mathematics undergraduate program. In particular, qualified candidates should pursess the ability to teath a wide range of courses, both core and upper division, for our mathematics and/or actuarial selected for course is required. The teaching intent to teaching is espected. Maryville University, located in the Maryville Center, along Highway 46 and Woodsmil Road in west St. Louis county, is an independent, comprehensive, coeducational university.

49242. EOE. Mathematics/Physics: Added position to Mathematics/Science faculty of rines. Open August, 1952. Teach Mathematics (c. s., Differential Equations) and calculus-based Physics. Also possible teaching in graduate Mathematics Education surgram. M.A. plus significant study required; Ph.D. desired. Presno Pacific College is a Christian

Lists of the latest books of interest to Academe -

every week in The Chronicle.

Director of **Physical Plant**

I akeland Community College Invites applications and nomina-tions for this position.

A state-assisted institution of higher education, Lakeland is a on state-assisted institution of higher education, Lakeland is a comprehensive community college fully accredited by NCACS and offering 80 programs of study. Located 30 minutes from Cleveland, our campus is 400 wooded acres boasting contemporary buildings. Construction of a \$3.8 million Campus Resource Center is currently underway, and future construction of a new health services technologies building is anticipated. Enrollment in credit courses for Fall of 1991 was 8,944 students. Our operating budget for 1991-92 is in excess of \$23 million.

Requiring excellent skills in developing new systems and managing personnel, the Director of Physical Plant is charged with administering the College's physical-plant management programs including developing and directing overall implementation of those programs for custodial services; buildings, facilities and grounds maintenance; plant equipment and mechanical systems; construction and renovation; and energy and hazardous waste management to ensure that the Physical Plant Division effectively and efficiently serves the physical plant needs of the College and efficiently serves the physical plant needs of the College.

Required qualifications: Bachelor's degree in business management, architecture or engineering; and three years of administra-tive experience in a physical plant environment with responsi-bilities for development and implementation of programs in areas such as maintenance and operation of facilities, grounds, plant equipment, mechanical systems, and capital project management (construction and renovation)

Preferred qualifications: Master's degree in a relevant field; current license as a professional engineer in the State of Ohio; and prior work experience entailing interaction with state regulatory agencies such as the Ohio Board of Regents (OBR) or state Office of Budget Management (OBM). We offer a competitive salary, a wealth of comprehensive

college-paid benefits and an excellent and smoke-free working environment. Submit a letter of application, current detailed resume including salary history and three names of professional references by February 3, 1992 to Human Resources Division.



7700 Clocktower Drive • Mentor, OH 44060-7594

We Are An Alfornative Action Equal Opportunity Employer



ASSISTANT DIRECTOR SPONSORED PROGRAMS ADMINISTRATION

The University of Delaware is seeking an individual to be the Chief Assistant to the Head of the Office of Sponsored Programs Administration.

Responsibilities are to provide the day to day direction in order to maintain an office which responds to the administrative/linancial needs of the faculty, University administrative/linancial needs of the faculty of the provided to the p tration and sponsors. You will also prepare indirect cost pro-

We require a Bachelor's degree in Accounting or Business with a minimum of five years experience. MBA/CPA desirable. Demonstrated competence in written and oral communications and the ability to interact effectively with a diverse population. A proven record of supervisory and computer skills is required.

Applicants should submit a resume and the names, addresses. and telephone numbers of three references to: Mr. T. E. White, Office of Sponsored Programs Administration, University of Delaware, Newark, DE 19716. Application Deadline: January 17, 1992.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.

Ph.D. In mathematics or a related area with a strong or developing expertise in computer science. In addition to a tyelve-hour leaching load per semester, thites will include academic advising and college service. A commitment to quality liberal arts education and experience in undergraduate teaching will be important. Selary will be competitive and commensurate with quisited description and application form, writerbrone Dr. Gerad Winkelman, Fresconcapition and application form, writerbrone Dr. Gerad Winkelman, Fresconcapitions. Send letter of application, resume, a statement about your teaching philosophy, and three letters of reference by January 31, 1992 to: Professor Mark J. Watson, Chair, Department of Mathematics, Clence Education and interest in K-12 mathematics/science and evidence of teaching species and evidence of teaching species.

terest in K-12 mathematics/science and evidence of teachins excellence anoght for Washinston State University, Vancouver, Washinston State University, Vancouver, Washinston compus. Ph.D. in MathScience Education or a related field required, Public school teaching experience, experience with diverse populations and multicultural education, and research interest in comitive science desirable. Responsibilities include teaching mainfractence to graduate feacher education, and enters, suedent advising, and collaborative work with public tehools. Starting date August, 1992. Review of applications beginning February 1, 1992 and continuing until the position is filled. Send letter of recommendation to Professor Ruth Carner, Search Committee Chair, Washington State University, 1812 Eart McLoughlin. Boulevard. Vancouver. Washington State Deveryor.

Mathematics Statistics Chair. Middle Ten-pesses State University is a rapidly grow-ing regional university with an enrollment of approximately 16,000. The department of 35 PTE faculty offers BA, BS, MS and MST degrees. A strong commitment to ax-cellence in teaching, a long bittory of teacher preparation and traditional mathe-matics programs, and growing programs in applied mathematics characterize the de-matics programs, on the provincing the de-matics programs. applied mathematics characterize the de-partment. The posligion is available for the Fall semester, 1992. Condidates should have an earned doctorate, at least 5 years of teaching experience at an institution of-fering graduate degrees, a record of excel-lence in teaching, research and erastive ac-tivities and public service, excellent con-quartention and interpersonal skills, and the ability to provide academic leadership and administrative coordination in a di-verse, growing department. Send letter of application, transcripts and a returné with assues and telephone numbers of at least three references to: Search Committee. Department of Mathematics and Statistics, Middle Tennessee State University, Mir-fressbore, Tennessee State Indicated apportm-nium until position is filed. Equal opportm-nium and in particular action employer.

The University of the South Pacific

1. DIRECTOR OF PLANNING AND DEVELOPMENT—

The Director of Planning and Development (DPD) is responsible directly to the Vice Chancellor for the overall planning of the use of the University's financial and human resources. The DPD is also responsible to the Vice Chancellor for relations with the Governments, international organizations and other external funding agencies which assist the University. For these purposes the DPD is expected to maintain a suitable financial and statistical database. The DPD is assisted in these tasks by two senior staffs: a Planning Officer and an Assistant Development Officer. This is a very demanding medition at the context management band neutice.

This is a very demanding oracle and an Assistant Development Oracle.

This is a very demanding position at the senior management level requiring extensive administrative and financial skills. The appointee must have a capacity to work at a very high level with international development assistance agencies, with governments and with University departments. Applicants must be suitably qualified at the postgraduate level and have relevant administrative and international experience. Knowledge of the South Pacific region and an understanding of university or other public sector administration would be an advantage.

Salary will be in accordance with qualifications and experience in the range: F\$42,537-46,238. In addition, an inducement allowance of 20% of basic salary will be offered. The appointment will be for a contract period of three years and may be renewed by mutual agreement.

2. ASSISTANT DEVELOPMENT OFFICER—POST 91/96

2. ASSISTANT DEVELOPMENT OFFICER—POST 91/96
The Assistant Development Officer (ADO) is responsible to the Director of Planning and Development for the coordination of all programmes of external aid to the University. The ADO assists the Director with, among other things, the identifying of donors for development programmes, and deciding upon the appropriateness of offers of assistance from outside. The ADO provides assistance to requesting sections of the University with the documentation of project proposals, and liaises between donor agencies and implementation units of the University on projects in progress.

progress.

The person being sought should be a university graduate in a relevant discipline with several years of related experience at the middle or higher management level. He/she must have a good appreciation of the techniques of project management, and be able to understand the respective ensitivities that must be observed in a technical cooperation relationship. Knowledge of the international donor community serving the South Pacific region and some familiarity with university administration would be an advantage.

Salary will be in accordance with applications and accordance will be seen accordance with applications.

Salary will be in accordance with qualifications and experience in the range: F\$19,488-27,691. The appointment will be for a contract period of three years and may be renewed by mutual agreement.

The University also provides gratuity amounting to 15% of basic salary, appointment allowance; partly furnished accommodation at a rental of 12.5% of salary and a contribution of 10% of basic salary towards an

Further information may be obtained from the Assistant Registrar (Staffing) [Telephone 313900; Telex FJ2276; Fax (679) 303437].

Candidates should send THREE COPIES of their curriculum vitae with full personal particulars, names and addresses including fax confacts of three references and date of availability. In order to expedite the appointment procedure applicants are advised to ask their referees to send confidential reports direct to the University without waiting to be contacted. Applications should be sent to the Registrar, The University of South Pacific, Suva, Fiji, to reach her no later than 15 January 1992.

DIRECTOR OF COMPUTING & INFORMATION SYSTEMS

Aurora University is an Independent, comprehensive university offering undergraduate and graduate degree programs. It is located 40 miles west of Chicago and operates three off-campus sites. Enrollment is 2000+, including over 400 residential students. The University operates a DEC VAX computer system running VMS and UNIX operating systems and services both administrative and academic users.

Job responsibilities include working with administrative and academic advisory committees; overseeing the develop-ment and implementation of all software and hardware systems; supervising departmental stall; preparing and managing annual budgets; and providing training to faculty, staff and students.

Job requirements include a Master's degrae in a related area; experience as a director or assistant director; super-visory experience; strong oral and written akile; and a commitment to user services. Experience in an educational setting highly preferred.

lease send a letter of application, resume, and a list of three elerences to the Director of Human Resources.



Mechanical Engineering: Engineering De-tyripsest, Potornac State College of West Virginal University, Potornac State College of West Virginia University, a residential junior college, invites applications for a full-time teaching position as listed with a startins date of August 16, 1992. Tenure and prosposition are based on teaching, scholarly and creative activities, and serv-ice to the College, university, sind commu-nity. Major responsibilities and require-ments of the position include teaching a wide tange of freshman and sophomore lev-el courses in mechanical engineering as-well as general engineering denign. The po-sition also includes coordinating the me-chanical engineering quiricatum, preparing

WVU, Keyser, West Virginia 26726. Polo-mac Sinte College is an Equal Opportunity, Affirmative Action Employer.

Mechanical Engineering Asalstant Scholary Scientist, FAMUFSU College of Engineering, Applications are layling for a position of Asalstant Recearch Scientist at the College of Engineering, Florida A&M University-Florida State University, Candidates should hold a Ph.D. in Mechanical Engineering or closely related discipling. The college is knyolved with the characterization of mechanical properties at elevated and cryosemic temperatures for advanced materiate. We are looking for an individual who can assist us in a stabilishing a possible. materials. We are looking for an individual who can sasis us in establishing a position of excellence in generating teasible results. Successful candidates should have a strong background in operimental stress and strain analysis by modern optical techniques, including holographic interferometry, laser speckle and motre interferometry. A record of accomplishment in both theoretical and experimental work plus a familiarity with the techniques of high frequency diffusition grating fabrication and replication, is required. Experience in scientific equipment operation, ontical four-er transform system development and computer added fringe pattern interpretation, is salso highly desirable. Salary competitive. Please send résumé, including publications

Medicine: Associate Director of Trauma. The Department of Sursery, Wright State University School of Medicine seeks a faculty member who will serve as Associate Director of Trauma and will assist the Director of Trauma in organizina and managing the Trauma Program and Intersive Care Unit at Miami Valley Hospital. The appointer will assist in patient care, coordination of educational activities, establishment of a research program. Condination

and three recommendations to Dr. P. J. Chaldase. Department of Mechanical Engineering, F. McCarthy, MD; Associate Professor, P. O. Box 2175 Tallahases. Florida 32316; (904) 487-63596331. An Equal Opportunity, Affirmative Action Employer.

Mechanical Engineering Technology: Faculty position is available at Oreson Institute

DIRECTOR

Marianna Kistler Beach Art Museum

Kansas State University

Kansas State University seeks a Director for the Marianna kistler Beach Art Museum scheduled to open in 1995. The Director will be responsible for providing leadership during the museum's development and will be actively involved in the development and implementation of museum policies. The university's art collection concentrates on Iwentieth century American art in a media. Its exhibitions and programs reflect art and culture in Mid-America.

advanced academic degree in an history or related discipline:
 significant accomplishment in museum administration;
 a record of professional/academic achievement;
 outstanding administrative and fund-raising skills;
 ability to enhance an active program for acquisitions and exhibitions;
 skills in formulating policy options/recommendations;
 exceptional communication skills and an ability to work with diverse constitutions;

Kansas State University is a comprehensive research land-grant university recognized for its quality education to over 21,500 students. The university is situated on a beautiful campus in Manhattan, a progressive community of approximately 50,000 persons located in the scenic Flint Hills of northeast

Screening of candidates begins February 28, 1992. Preferred starting date is July 1, 1992. Salary is competitive with benefits.

Charles Reagan, Chair, Scarch Committee Anderson Hall, Room 110 Kansas State University Manhattan, KS 66506 (913) 532-6221

Kansas State University is an Equal Opportunity, Altirmative Action Employer.

UNIVERSITY OF HAWAII AT MANOA

Colleges of Arts & Sciences, Student Academic Services

ASSISTANT SPECIALISTS: Four positions, Academic Advisor, Colleges of Arts and Sciences Student Academic Service Office, full-time, 11 month (tenure-track), to begin approximately March. 1, 1992 or thereafter. Position Numbers 85:000, 85063, 85063, 85065, Position requires understanding of general education foundations: curriculum diversily and breading and aesistivity to undergraduate student academic needs and career counseling, readitional as well as non-traditional. Ability to effectively communicate and counseling, readitional as well as non-traditional and fulfilliment of baccalaureate programs and potential career goals resulting in a cohesive and comprehensive set of integrated learning opportunities; advise students about curricular requirements (college and major), academic options, policies and procedures; assist with orientation and matriculation conduct group or individual activing sessions and workshops for undergraduates or prospective students; do team teaching, prepare degree chacks to assess student prograss; take academic actions for the Colleges; assist in development and evaluation of academic advising policies and procedures; write a wariety of correspondences; prepare reports; perform administrative work which includes research on advisting, retention and curricular issues; and assist in other activities as assigned. Some evening or weekend and/or off-campus assignments may be required. MINIMUM QUIALIFICATIONS: Master's degree in some Arts and Sciences discipline, plus 30 credits of graduate study (or equivalent) from a college or university of recognized standing; two years of effective college teaching or equivalent experience in academic advising, knowledge of post-secondary curricula and academic requirements evidence of interpressonal and organizational slids; some knowledge of computers, especially Wordferiect, DESEABLE QUALIFICATIONS; knowledge of Arts and Sciences ocademic programs, bleval arts philosophy and commitment to working with muticultural student body; ability to work as

Please send letter of application and curriculum vitae to:

Qualifications:

3-210; (200) 487-6350(633). An Equal Opportunity, Affirmative Action Employer.

Mechanical Engineering Technology: Faculty position is available at Oreson Institute of Technology. This is a fixed-term, full-time, nine-month (acangemic year) position, effective March, 1992. The successful candidate would teach undergraduate courses in Oraphic Science (Drafting/Technical Drawins/Descriptive) Geometry(AD) and would be expected to teach other lower division courses as assigned, advise students and serve on various departmental and gampus-wide committees. An M.S. degree in ME, MBT or a chosely related field and a gampus-wide committees, and M.S. degree in ME, MBT or a chosely related field and a ence are preferred. As applicant with a industrial experience directly rolated to the Oraphica Sciences and CAD and holding a Professional Engineering License (or eligible to attain this license within a two-year period) would also be considered. Teaching Sperience is considered bishly desirable. To apply, submit a letter of application, resume and the pances, addresses and phone numbers of all least three references to: Ms. OTT. 3201 Campus Drive, Klamath Falisting for receipt of spellexations is issuancy 31, 1992. OIT is an AA/EOE.

Medicine: Associate Director of Trauma. The Department of Surgery, Wright State University School of Medicine scens a faculty member who will serve as Associate Director of Trauma. The Department of Surgery, Wright State University School of Medicine scens a faculty member who will serve as Associate Director of Trauma and will assist the Internative Action Employer.

Medicine: Academic General Surgery on The Department of Surgery, Wright State University School of Medicine scens a faculty member who will serve as Associate Director of Trauma and will assist the Internative Action Employer.

lovable training in cornea and external de-cases, and ocular immunology and usells with special interest in herpetic eye dis-eases and the acquired immunodeficiency syndrome. Will supervise and conduct state of the art clinical and basic research in occular diseases, teach regular cassioned in ocular diseases and surgical procedures; supervise residents engaged in patient con-sultation and in the performance of clinical supervise residents engaged in patient con-sultation and in the performance of clinical reading and an experiment of consid-erable time in a V.A. clinic. Position re-quires an MD and at least four years of experience in the field of Opphishmology, with at least two years of basic ocular dis-ease research; licensure or immediately qualified for medical licensure in the State of Marythad, Mair curriculum where before March 8, 1992, to Richard D. Richards, MD, Chairman, Department of Ophthal-

L Sheeks L

BETH ISRAEL HOSPITAL

D eth Israel Hospital seeks a Director of Planned Giving with the fund-raising skills and financial experience necessary to increase the volume of bequests, life income gifts and other estate planned giving. Working both independently as well as collaborating with volunteers, the Director will structure and solicit complex deferred or outright gifts to the hospital.

Candidate must have considerable experience in non-profit planned gift fund-mising, or related experience in either the legal, banking or financial planning professions. Bachelor's degree required.

Reth Israel Hospital, a 504-bed major Harvard Teaching Hospital, offers highly competitive salaries and a Flexible Benefit Program that enables employees to choose coverage that best meet their needs. We also provide 34 days of paid time-off per year, tidilon relimbursement, un on-site health promotion program, and an on-site child care center. Please promotion program, and an on-said send resume to Maryellen Kiley, Sr. Human Resources Representative, Human Resources Division, Beth Israel Hospital, 330 Brookline Avenue, Boston, MA 02215. An Equal Opportunity Employer M/F



■The University of ILLINOIS

University of Illinois at Urbana-Champaign

Associate Director of at Urbana-Champaign Housing - Residential Life

The Associate Director is responsible for planning, managing and coordinating the total Residential Life operation of Housing Division which involves comprehensive responsibilities for student housing, including undergraduate and graduate student housing, family housing, food service, conference services, maintenance and custodial services. The Associate Director assumes leaves ship in coordinating program development with other departments in the Division of Student Alfairs. The Housing Division provides facilities for nearly 11,000 students, has a full-time staff approximating 700, and has an operating budget in excess of \$40 million. The Housing Division is a completely self-supporting auxiliary enterprise.

Qualifications: Ph.D. Degree in Student Personnel, Higher Education or other rolated field proferred. A Moster's Degree in the same or other related. other robited licit proteined A Master's Degree in the same or other robins areas is required as a minimum.

Seven years of administrative experience at a significant level of authority and responsibility in a college housing program at a major residential university. A proven track record as an effective leader and trainer, demonstrating good

unication and analytical skills.

constrated respect for, and understanding of, college students. Starting Date: Regular, full-time position is presently open; beginning date is negotiable, preferably March 1, 1992.

Starting Salary: Computitive. Application Deadline: January 1, 1992 (or until position is filled)

Send letter of application, résumé, and the names, addresses and telephone numbers of at least three professional references to.

Thomas Scals, Chair
c/o George Shoffner
Director of Housing
200 Clark Hall, 1203 South Fourth Street
University of Illinois at Urbana Champaign
Champaign, IL 61820
(217) 333-4641 (217) 333-0611 FAX (217) 244-0394

The University of litinois is an Affirmative Action, Equal Opportunity Employer

molosy. University of Maryland School of Medicine, 22 South Greene Street, Bellimote, Maryland 21201; Telephone 401-128-929. The University of Maryland is an Affirmative Action, Equal Opportunity Employer.

Medicine/Research: Orthopedic Surgeon, Manhattan; to design, develop and perform research on biomechanics of orthopedic surgery/lotal joint prostheses, joint ligament and muscle function and pathophysicology. Design and develop itst apparatus, operate M15 machine, collect and analyze data with computers. Will use cadaver specimens, will supervise Sports Medicine research. Candidates thought have an earned doctorate from the computer service. Experience medical computers appears of the computer services required. Experience medical computer services and analyzing medical research, as shown week. \$600 per week. Send terr or resume in duplicate to SAH#238. Room 501. One Main Street. Brooklyn. New York 11201. who has had experience worked an environment in medicine or aurilated send curriculum vitas to: Human Recourt Services, Suite 735. Tean College of Optoprathic Medicine, 3500 Camp Bowle Education of Camp Bowlevard, Fort Worth, Tean Follow, 6107, 6117, 735-2690. The Teans College of Ostopathic Medicine, located in Fort Worth, Tean is an affirmative action and equal opportantly employer and educator.

DIRECTOR Institute of Global **Conflict and Cooperation UNIVERSITY OF CALIFORNIA**

BULLETIN BOARD: Positions available

The University of California invites applications and nominations for the position of Director of the Institute on Global and Cooperation (IGCC), a University of California Multicampus Research Unit funded by the Regents of the University of California, the State of California, and private foundations. The mission of the Institute is to enhance the capability of the University of California to contribute to international security and cooperation through research, education, and special projects. Through a variety of programs—research grants, graduate fellowships, summer seminars, lectureships, conferences, and publications—the Institute Seeks to discover ways to prevent or reduce conflicts that may lead to escalation into large scale conventional or inclear war and to promote forms of international cooperation which promise to solve problems threatening world peace. cooperation which promise to solve problems threatening world peace. Candidates must be qualified for appointment as a senior faculty member of the University of California and be prepared to assume the directorship at the San Diego campus of the University, the current location of the Institute. The Director of the Institute reports to the President of the University of California, through the Chancellor of the San Diego campus. The Director provides leadership and visibility to the Institute, and is responsible for its array of regular activities as a Multicampus Research Unit of the University of California. These activities include soliciting research proposals, organizing task forces, colloquia and study groups, conducting conferences and seminars, securing extransitival research support, promoting clucational and public service programs, and coordinating intercampus projects. The Director is assisted in these activities by an International Advisory Board, a Strering Committee, and support staff. The Director will be appointed to the appropriate academic department on the San Diego campus. appropriate academic department on the Sau Diego campus,

Ouahfied women and minority candidates are urged to apply.

Please send nominations or applications, including ev's or resumes, the names of four references to:

IGCC Search Committee Professor Laura Tyson, Chair c/o Carol McClain, Coordinator, Research Issues
Office of Academic Affairs University of California Office of the President 300 Lakeside Drive, 18th Floor Oakland, CA 94612-3550

Candidates who send their complete applications by March 13, 1992 will receive full consideration. The Position is available July 1, 1992. The University of California is an Equal Opportunity, Affirmative Action Employer.



ASSISTANT TO THE PRESIDENT FOR HUMAN DIVERSITY

Kutztown University

Pennsylvania State System of Higher Education

The Assistant to the President for Fluman Uncersity reports the Crystolent and assumes offinate responsibility for all activities within the Division of Human Diversity. The assistant will be responsible for campus programming to enhance the environment for human diversity for students, staff, and faculty. Responsibilities included within the Division of Human Diversity are human diversity program coordination, affirmative action, coordination of the women's center, and coordination of minority affairs with attention to undercept senter groups.

Qualifications should include: Amaster's degree required with at least continuing progress toward a roa totale

degree

• A demonstrated record of management experiences in human diversity in a

university

A strong professional experience on areas of responsibility in human discretity

An administrative style which emphasizes personal involvement with faculty,
students, staff and administrators

An ability to communicate effectively with members of the university and
community

community

An ability to manage and work cooperatively with swople of diverse backgrounds (cultural, ethnic, racial, and physically challenged)

A strong ability to coordinate and work with special interest groups (women

 A proven record of budget responsibilities In addition, experience with collective bargaining would be desirable. Position to be filled on or before July 1, 1992.

Applications must include a letter of intent, resumé and names, titles, telephone numbers, and addresses for a minimum of five reterences. All materials must be received by the search committee by February 7, 1992. Applications and nominations should be addressed to:

Action.

Additudinal Studies: Postdoctoral Teaching Fellowship at Stanford University. One-peur position, with possible renewal for a second year, Annual Stipends 350,000. With the support of a grant from the Irvine expand the appoort of a grant from the Irvine expand the annual standard University seeks to expand the annual standard American, Chicano, and American, Chicano, and American, Indian Studies, and invites application in these areas. Fellows will teach two courses during the year, pursue etholizable in their department of their proceedings, to apply a submit a letter of Later, est including information about proposed est including information about proposed.

rive relations with public victor annumitarium and faculty. Appointment will begin August, 1992, at a rank of assistant or associate professor, salary commensurate with raperience. Women and minomites strongly encouraged to apply. Send leiter of application, curriculum vitae, transcripts, supportive material, and names, addressos, and phone numbers of at least three persons who may be contacted as references to: Dr. Robert A. Kyam, Director, School of Music, Ilipnois Wesleyan University, P.O. Box 2901, Bloomington, Illinois 1992.

THE UNIVERSITY OF CHICAGO LIBRARY

Chemistry Librarian Chemical Information Specialist

The University of Chicago Library is seeking candidates for the position of Chemistry Librarian/Chemical Information Specialist. The position supervises and oversees the operations of the Chemistry Library, a 35,000 volume departmental collection with 350 active serial titles and 1.5 FTE staff. The position is responsible for collection development in chemistry and for providing advanced reference service in chemical information using both print and electronic sources. The Chemistry Librarian/Chemical Information Specialist also serves as one of a team of six science librarians who, in addition to their specialises, routinely provide reference service in the John Cretar Library. The University's main science library, a collection of 1,000,000 volumes in science, technology and medicine with 7,000 active serial subscriptions. The position reports to the Assistant Director for Science Libraries and works in coordination with the Head of Reference and Subject Services

Subject Services

QUALIFICATIONS: Education: A graduate degree from an ALA-accredited library school and formal training in chemistry. Experience: 2-5 years of related professional experience and some supervisory experience. Skilla: Collection development experience in chemistry, or a closely related discipline; proficiency in searching electronic chemical information sources and in teaching faculty and students how to use these systems; ability to provide reference service in a general science library; reading knowledge of a foreign language (German or Russian preferred); ability to work effectively with faculty, students and staff; excellent oral, written and interpersonal skills.

skills.

SALARY AND BENEFITS: Appointment salary will be based on qualifications and experience. Salary range begins at \$31,400 per year. Benefits include a contributory retirement plan, health and life insurance, 22 vacation days, 6 University holidays, 5 personal holidays, and aick leave. There is a tuition benefit plan for college-age and younger children.

APPLICATION PROCESS: Letter of application should include curriculum vitae and names, addresses, and telephone numbers of three references. Review of applications will begin February 15, 1992 and continue until the position is filled. Please submit application to: Denise M. Weintraub, Personnel Officer; The University of Chicago Library, 1100 East 57th Street, Chicago, Illinois 60637.

The University of Chicago is an equal opportunity employer.

The U.S. Space & Rucket Center in Huntaville, Alabama and U.S. SPACE CAMPSPACE ACADEMY, is looking for a

Corporate Relations Specialist

Responsible for Corpurate relations and all fundraising efforts of this non-profit organization. Coordinates pursuit of existing and new funding sources: Corporate, private and governmental; develops proposals for mone-tary, product or service participation. Involved in writing and editing pro-jects; coordinates all visual and other presentation materials. Liaison with sponsors and assists/conducts tours for for visiting VIP's.

B.S. or B.A. in PR, Communications, English, Management or Business and nim. 8 years' closely related work experience in an organization such as a museum, educational institution, government or non-profit organization; excellent organizational, writing and communication skills.

Please send résumé and salary requirements in strictest confidence to: U.S. SPACE & ROCKET CENTER Attn: Human Resources One Tranquility Base Juntsville, Alabama 35807

EOR

an corphasis on 19th century U.S. history. Director is responsible for museum development, expension of programs and educational services, collection care, grant writing, public relations, financial oversish, and direction of professional and guide staff. Requires strong organizational and communications skills and a willingness to be innovative in presenting the museum to the public. Appointment effective July 1, 1992. Salary rongs \$40,380 to \$53,940, depending upon qualifications and experience, Please sond letter of interest, résumé, and the pames of three references to: Dr.

ence. Picase send letter of interest, résumé, and the names of three references to: Dr. Gary M. Bell, Chair, Museum Director Seurch Commilice, Department of History, P. O. Bux 2239, Sam Houston State Uni-versity, Huntavilla, Texas 7741. Review of applications will begin March 13, 1992, or ns soon thereafter as the candidate is available, and will continue until the poss-tion is filled. EOE/AA.

Affirmative Action Employer.

Music: St. Norbert College invites qualified applicants for an Assistant Professor, tenure track position in Music beginning in the full of 1992. Ph.D/D.M.A. preferred, ABD considered, Applicants for this position should have expertite in the choral and applied voice areas, as well as demonstrated success at the secondary achool music level. Candidates will be expected to offer courses in choral music methods, advanced choral conducting, and sameral education. In addition, candidates will be responsible for applied voice instruction, choral ensembles, and supervision of choral student teachers. Knowledge of music software and computers designable. Normal committee and advisement duties, St. Norbert College offers a major in music. The music department has six full-time, two permanent partitions, and as hoc faculty members. Competitive salary and excellent fringe benefits. St. Norbert College, the selective, Catholic liberal arts insulation with 1,850 students, located in a community immediately adjacent to Green Bay, Wisconsin, at the base of the Door Peninsule. Send a lister of application, resumé, and three lotters of recommendation to Robert H. Boyer, Chair, Humanilles are fine Arts, St. Norbert College, DePere, Wisconsin, 54115. The deadline is February 1, 1992. Women and minorilles are encouraged to apply. An equal opportunity, affirmative action employer. In or sures search program of the Search Commuter for the Assistant to the President for Human Diversity Kutztown University Kutztown, PA 19510

Kutztown University is an attimative action, equal opportunity employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from qualified winner and minimally employed and actively solicits applications from and actively solicits applications from qualified winner and minimally employed and actively solicits applications in a particity designed for the liberal area of experiment and actively solicits applications and actively solicits app

Music: Faculty (Music History), Ohio University, School of Comparative Arts., Assistant or Associate Professor level. Ninemonate tours rack po sition beginning September 1, 1992. Tusching lockdes graduate music history period studies, undergraduate interdisciplinary fine arts courses, graduate tendinciplinary for a proposition of the professor required. Salary negotiable. Application deadline March 1, 1992. Send letter of application, three letters of reference to lames Stewart, Associate Dean, College of Fine Arts, Ohio University, Jeanings House, Athen, Ohio 4701. BOE/AA. Women and minorities encouraged to apply.



DIRECTOR OF DEVELOPMENT

The University of Portland seeks an experienced development professional for the position of Director of Development. The Director will be part of a new administrative team that is expanding and intensitying the University's development program.

The Director will be responsible for planning and implementing a comprehensive fund raising program for the University, including product development, major gift solicitation, corporate and foundation giving, planned giving, and annual giving programs. The Director will supervise the directors of those programs plus support staff.

The successfule andidate will have a proven track record of major gift fund raising, with at least five years of fund raising experience. Strong interpersonal skills, demonstrated writing and oral presentation skills, and the ability to personally solicit and close gifts are essential. Salary is competitive and commensurate with experience.

Founded in 1901, the University of Portland is a Catholic teaching university affiliated with the Congregation of Holy Cross, Notre Dame, Indiana. The University currently carrolls about 2,600 students and has more than 20,000 alumni worldwide.

Send letters of application and/or nonmation along with a resume and the names of three references, by January AL 1992, to:

> Anthony DiSpigno Vice President for University Relations The University of Portland 5000 North Willamette Blvd. Portland, Oregon 97203

FOUNDED IN 1901

DREXEL UNIVERSITY

Development Officer for the College of Engineering Responsible for working with the Development Office and the leadership of the College of Engineering in planning and administering all development activities of the college. Reports directly to the Associate Vice President and Director of Development. Responsibilities include Identifying both individual and corporate/foundation sources for major gift support of the college coordinating the development and preparation of proposals, scheduling fund-raising visits for the leadership of the college; maintaining active caseload of fund-raising visits; coordinating all acknowledgment of gifts on behalf of the feedership of the college and maintaining visibility at university and college functions as required. Bachelor's degree and 3-5 years of development experience preferably in higher education required. Good personal, writing and PR skills essential. Salary commensurate with experience.

Development Officer for Administration

Responsible for working with the Development Office and the Senior Vice President for Administration in planning and implementing all development activities relating to the general administration of the University. Reports directly to the Associate Vice President and Director of Development. Responsibilities include identifying both individual and corporate/foundation sources for major gift support of projects and programs under the direction of the Senior Vice President for Administration including but not restricted to facilities planning and construction, personnel, administrative and academic computing, total quality management and the general operation of institution. Will also maintain active caseload of fund-raising visits, coordinate the development and preparation of proposals, schedule fund-raising visits for administrative feadership, coordinate acknowledgment of gifts on behalf of the administrative divisions, and maintain visibility at university functions as required. Bachelor's degree and 3-5 years of development experience preferably in higher education required.

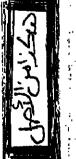
Send résumés and application letters to: Senior Vice President, Office of University Development 01-316, DREXEL UNIVERSITY, Philadelphia, PA 19104. Allimative Action, Equal Opportunity Employer. No phone inquiries will be accepted.

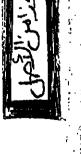
three fetters of recommendation, transcripts, lape. Deadline: postmarked by February 1, 1992. For complete information contact: Department of Music, University of Moniton, Missouls, Monitana 59812; (406) 243-6886.

Music: Two positions to begin August 24, 1992. (1) Studio Voice—Tenor/Bartone/Bass. Assistant Professor, lenture track. Teach studio voice, vocal pedagogy, vocal diction and perform as a rectalist with a secondary teaching responsibility from: music education (public tchool experience required), music theory, music in seneral music education (public school experience required), music theory, music in general studies or music theory, music in general studies or music theory, music in general studies or music theory in one or more singing languages, interest or experience in multi-cultural education. Doctorate required for tenure, (2) Studio Violin and Viola. InstructorAusitant Professor, 10-month, full-time term appointment, renewable. Teach studies violin stud viola, strice pedagogy, techniques and pedagogy, and perform as a recitatiat with a secondary area of teaching rasponsibility from: music in searral studies, music theory, or music education (public school experience required). Assist with orchestral program development. Interest or experience in musicaliural education or women's studies. All faculty assist in departments recruiting. Master's required: doctorate or ABD in Performance preferred. Strong professional performance background expected. Collego level teaching and recruiting experi-

Music: Assistant Professor: Kodaly Solfeg-gio-Theory Specialist. Tenure-track, Teach courses in Kodaly Solfegalo-Theory and

courses in Rodaly Soffessio-Theory and oraan or plano lessons. Other assignments could include courses in Music and Culture or The Language of Music; and direction of a vocal ensemble. Doctorist preferred, Master's required. Level of scholarship and musicianship sufficient for teaching in area of Kodaly Soffessio-Theory and with demoastrated skills in the teaching of organ, and/or plano, A minimum of five years of successful teaching experience is required. Review of applications will be sin immediately and will continue until the position is filled. Send letter of application and programs to fillentiate performing stature to: Mr. John Collengeto, Music Department Search Committee/CHO189, Millersville University, Millersville, Pennsylvania 17551. An Affirmalive Action, Equal Opportunity Employer.





University of Nebraska-Lincoln

ASSISTANT TO THE CHANCELLOR AND DIRECTOR OF AFFIRMATIVE ACTION AND DIVERSITY

(Search Reopened and Redefined)

The University of Nebraska-Lincoln Invites nominations and applications for the newly defined position of Assistant to the Chancellor and Director of Affirmative Action and Diversity. The incumbent will be a senior administrator reporting to the Chancellor and will serve as one of the Chancellor's chief advisors. The position is responsible for the supervision and coordination of cultural diversity activities and the Office of Affirmative Action. Duties also include planning and implementing programs for statewide involvement, coordinating the Board of Visitors for Multicultural Affairs and providing University leadership in advocating diversity and affirmative action.

Specific duties are as follows: (1) works with the absence of the provided of the coordination of the coord

sity leadership in advocating diversity and affirmative action.

Specific duties are as follows: (1) works with the chancellor, vice chancellor, academic deans, directors and department administrators to increase the successful participation of under-represented faculty, staff and students in all aspects of university life; (2) helps to ensure a positive, supportive environment for racial and ethnic minorities, women, the disabled and other protected categories of faculty, staff and students: (3) provides leadership for academic and curricular changes that encourage cultural diversity; (4) oversees, monitors and has authority, in conjunction with the appropriate vice chancellor, to cause change to the university selforts to enroll and retain a culturally diverse student body and the recruitment and retention of under-represented faculty and staff as defined in the university's affirmative action policies; (5) provides leadership in outreach programs that foster the acceptance of cultural and racial diversity through enrollment, employment and procurement opportunities at the university; (6) works with community leaders to develop a supportive environment for women, disabled and minority faculty, staff and students in both the university and Nebraska communities; and (7) prepares an annual report to the chancellor that will include an evaluation of the progress that UNL has made toward its goal of becoming a more culturally pluralistic community that provides a supportive environment for its members.

The successful condidate should have a record of outstanding leadership in an educational setting, received an appropriate graduate degree and had experience in working with both higher education and public constituencies it is preferred that the candidate be eligible for a faculty appointment, but this is not mandatory. The successful candidate must have extensive experience with affirmative action law, practice and administration.

A letter of nomination or application with Adverse and should be applied to the successful candidate must have extensive experience with affirmative action law, practice and administration. A letter of nomination or application with résumé, and the names and addresses of three references should be forwarded to:

Search Committee Chair
Assistant to the Chancellor and
Director of Affirmative Action and Diversity
University of Nebraska-Lincoln
Lincoln, Nebraska 63583-0419
Telephone: 402/472-2116

Review of applications will begin on February 17 and continue until a satisfactory candidate is found.

UNL is an Affirmative Action, Equal Opportunity Employer



Smithsonian Institution Libraries

The Smithsonian Institution Libraries is seeking an experienced Librarian (GS-1410-11, \$31,116 per year (Announcement #91-3228M) for the National Postal Musum Branch Library. Woahington, DC. The incumbant provides a broad stray of reference services in the subject areas of Postal History and Philatoly, propares general and selective bibliographies, performs comprehensive bibliographic searches, uses on-into bibliographic databases and provides technical advice to professional staff, participates in selecting library material for the library collection, and services, and reviews publishers librature, reference bibliographies, and other sources. For applications reads to received by Pabruary 18, 1962. The Smithsondan Institution is an Equal Opportunity Employer.

Music: The College of Arts and Sciences of Washburn University invites aprilications for the position of Chair in the Department of Music. This is a twelve-uponth appointment effective July, 1992. Qualifications: Doctorate in multi required. Demonstrated record of excellence in leadership as an uris administrator in higher education; a demonstrated record of excellence in leaching, scholarly endeavors, and creative and/or reformance activities qualifying for serior excellence rant; a demonstrated musical involvement in the community and resion; experience with both vocal and instrumental music afficient to understand the problems and opportunities inherent in both fields; a commitment to developing outstanding undergrander programs in music; effective economication and personnel akills; successful experience in alignal reliations, budget development, stand upport the music faculty in musical, academia, scholarly, and administrative areas; oversee these areas, working with the Dean of the College of Arts and Sciences; work with the faculty in long and shortrange development planning, recruit students and faculty: faculty and useff; encourage creative, education, and research inflictives; coordinate and support services and support accounts of the college of the service in study and control and support collegement; evaluate faculty and study in control inflictives; coordinate and support activities anteng the department and the occurrent. courage creative, education, and research indilatives; coordinate and support netivities among the department and the community public schools, and other institutions of lighter icarnius. Limited teacting in the area of exporties. Salary: Based on qualifications and experience; convenient a house of exporties. Salary: Based on qualification, all application practicals should be received no later than January 20, 1992; however, the position will remain open until a tripuble candidate is identified. Application, resume, and three letters of precaution, resume, and three letters of recommendation to Search Countities, Department of Music, Washburn University, 1700 Southwest Cofess, Topeka, Kansas 6621.
Washburn University is ng Equal Opportunity, Affirmative Action Employer, Won-

West Chester University, West Chester, Pennsylvania 19383. AAROR. Women and minorities are encouraged to apply.

UNIVERSITY OF

HOUSTON SYSTEM

GENERAL COUNSEL

The University of Hauston System is seeking candidates for the position of General Counsel.

Counsel.

The University of Houston System enrolls more than 50,000 students and consists of four distinct, complementary universities: University of Houston, a ductural-degree-granting, research-intensive university; University of Houston-Clear Lake, an upper-level institution for stated adjacent to NASA*; Juhnson Spuna Context, University of Houston-Downtown, an open edmission becan loursate institution in Houston's control business district; and University of Houston-Victoria, an upper-level institution serving a 15-county region southwest of Houston.

The General Counsel is responsible for sealing that University of Houston System objectives are accomplished in a manner consistent with the law. As a member of the sentor executive toam, the General Counsel participates fully in institutional policy formulation, planning, and program and budget decision making, and is particularly responsible for providing tradership to areas having legal or quast-logal samifications. The General Counsel also manages the UIIS logal sinfi.

Candidates should necesses sither a juris Decirating as 11. B degree Other qualifications.

Candidates should possess either a Juris Doctorals or an LL.B. degree. Other qualifi-cations include: substantial experience as a practicing lawyer, preferably in an institutional environment; management expertise; the ability to perform and lead in the public higher education servicenment; a canomitment to diversity; and strong ural and written communication skills. The candidate should be able to develop and maintain effective relationships within the UH System and the diverse community it serves.

Nominations and/or applications will be accepted until February 28, 1992. Applica-ilons should consist of a letter expressing interest and a vite.

Mr. John J. Scales Cheir, General Counsel Search Committee University of Houston System 1800 Smith, Sta. 3400 Houston, Texas 77002

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY

The University of Virginia is seeking a talented individual to become its Chief Information Officer.

The responsibilities of this newly created position will be to coordinate (and integrate where possible) all the diverse aspects of the University community towards a single direction for information technology; to bring together all University services required to meet the needs of the faculty, students, and administration in the areas of computing, information processing, instructional media, and telecommunications—focusing on the mission(s) of the University.

Candidates should have a Mester's degree with a Ph.D. preferred. A record of accomplishment in the field of information technology demonstrating the "vision" to lead the University in the use of information technology. Extensive knowledge of computer(s), information technology, heterogeneous computing environment(s), diverse computing environments are a prerequisite. Extensive managerial experience in working with management at all levels to formulate, develop, and implement strategic plans for information technology through the 1990's and beyond.

Interested candidates should apply to: Michael Luskin Associates, The Lodge Building, 1407 Bethlehem Pike, Flourtown, PA 19031; 215-836-9050. The position will remain open until filled.

The University of Virginia is an Affirmative Action, Equal Opportunity Employer

University of Virginia

Chief Information Officer

cred. Demonstrated success in teaching and performance, program development, student recruitment; and development, student recruitment; and development, community relations. Additional teaching interests will be considered. Rank and salary commensurate with candidate's experience. Appointment, succeed to the following the control of the fargest Catholic universities in the country, with an enrollment of over 11,000 students (approximately 6,00 undergraduates). Application dendings reporting 11,192, Send letter of application with 13 a current vita, 2) at least three current letters of the current vita. Music: Voice. Full-time, tenure-track fac-uity position beginning in 1992-93 academic year. Duties include individual instruction for voice majors in all degree programs, in-dividual instruction of ascondary students. Participation in departurental auditions, os-aminations, and meetings as scheduled. Appropriate academic credentials and/or significant professional experience. Submit résumé and etters of recommendation to Karen Wolff, Dean. Conservatory of Mu-sic, Obertia College, Obertis, Ohio 44074 by Pebruary 20, 1992. Video tapes of teach-ing demonstrations are welcome. Ad/ HOB.

Musici. Piano teachér/performer/accompanist. Tenure-track position beginning August 24, 1992. Rank of Assistant Professor.
Doctorate or equivalent in plano performance required. Preference will be given to
applicants with college teaching experience, Dulles; tanch applied plano; understraduate music theory: 16th Century Counterpolat; Music Appreciation if needed;
perform as accompanist with faculty coltoagues. Send letter of application, résumd,
audition lape (as goloist and accompanist),
supporting materials, and no fewer than
three current letters of recommendation no
later than March 2, 1992, to Mr. Robert A.
Ortfith, Chalman, Department of Music,
Ohio Westeyan University, Delaware,
Ohio Assistant Challenger (Proportional Poleware,
Ohio Assistant Challenger (Proportional Proportional Proportional

Music: Southern Arkansas University, Director of Choral Activities. SAU is seeking applications for a Director of Choral Activities. Duties include directing and promoting choral music education methods, conducting, volce, and fine aris-music; and recruising for department and ensembles. Qualifications; Doctorate with teaching sevents. ins for department and ensembles, Qualifications: Deciorate with teaching experience, ABD may be considered. Salary and rank commensurate with qualifications. In addition. SAU offers an excellent fringer benefits package. While the primary emphasis at SAU is on high quality teaching to indergranduste students, research and public service are encouraged and supported. SAU believes that cultural diversity is esential to the educational process, thus applications from minorities and women are strongly encouraged. Applications will be excepted until the position is filled. The formal review process will be filled to the collegiant level are required, and the collegiant level are required. The formal review process will be filled. The formal review process will be filled to the collegiant level are required and report of the collegiant filled. The formal review process will be filled to the collegiant level are required. The formal review process will be filled to the collegiant level are required. The formal review process will be filled to the collegiant level are required. The formal review process will be filled to the collegiant level are required and the collegiant level are required to the collegiant level are required and the collegiant level are required to the coll

DIRECTOR OF ANNUAL GIVING

As a member of the California Institute of Technology's Department Office management team, the director has the overall responsibility for raising annual support for the institute. Solicitations are performed through direct trail, telephone by volunteers and staff. The director is responsible for identifying prospects, raising dener levels and denor participation, and soliciting special gifts. Management responsibilities include recruiting, iraining and supervising the Annual Giving staff and network of ever 900 people. The director collaboratios with other Development Office staff and the Chiloch community to facilities the planning and coordination of activities as they relate to the cultivation and solicitation of significant gifts to the institute. This position requires a SS degree and 5-10 years of direct.

This position requires a BS degree and 5-10 years of directly related fund ratsing experience which includes some marketing and working with voluntuer groups. Additional requirements include excellent (verbal/written) communication and interpersonal skills and the domonstrated ability to build and maintain a team spirit. Must be familiar with computer systems and be able to work nights and weekends as required. Requires travel: local

Deadline to apply is February 7, 1992. Interested candidates may submit a cover letter, and resume along with salary history and requirements to: Caltech Employment Department, Position #C692, 1201 E. California Blvd., Pasadona, CA 91125.

Callech is an Affirmative Action/Equal Opportunity Employer



Caltech

DIRECTOR **AEROSPACE** RESEARCH CENTER

College of Engineering and Applied Sciences

Arizona State University Tempe, AZ

Tempe, AZ

The College of Engineering and Applical Sciences (CEAS) invites applications to the position of Director of the newly created Acrosspace Research center in the College. Qualifications consistent with a full-man appointment in the College of Engineering and Applical Sciences at the rank of Polestock history of significant research experience is required in one or more awas, including Aeo-dynamics, Propulsion, Flight Mechanics, Guidance and Countral, Arobas, Structures, Beharida, Robestes, and Automation, all as applied to the broad area of acrospace engineering Evidence of an artillity to generate activation is event a support and to develop stronglindustiff relations is also necessary. Scope: The successful applicant will be expected in the applicant's own specially. The cross discriptionary research is featured, regardless of the applicant's own specially. The cross discriptionary research is featured, regardless of the applicant's own specially. The cross discriptionary research is should being to specially the different departments within the cross discriptionary research is should being to specially the different departments within the cross discriptionary research is should be should be for of our less all substances and the Country of the Country of the Country to specially the should be reported by the different departments within the cross of the Country of th

Arteana State University is an Equal Opportunity, Affirmative Action Employer

mity Employer.

Music: Full-time tenure track position in Oboc. \$26,000 minimum for nine months Master's degree or canivalent professional experience, demonstrated success as a performer, and ability to teach in secondary area required. Record of successful teachins and Baroque oboe experience preferred. Responsibilities: Studio instruction of oboe and chamber music at the undergraduate and graduate levels: performance as soloist and chamber musician; teaching to accordary area; recruitment of oboe audenia. Review of applications will begin March 16, 1992 and will continue until position is filled, Send application materials to: Alan Hawkins, Chaft, Oboe Search Committee, Department of Music and Dance, 452 Music; Ithans 66043-2279; 913864-

Arkansas 71753. Telephone: (501) 2354008, Affirmative Action, Equal Opportunity Employer.

Music: Full-time tenure track position in Oboc, \$26,000 minimum for noise months Master's decree or controlled representations.

in Master i degree or equivalent professional experience, demonstrated success as a personal commer, and ability to teach in secondary los and Baroque obose experience preferred. Responsibilities: Studio Instruction of obose and chamber music at the undergraduate and graduate levels; performance as soloist and chamber music as; teaching denia. Review of applications will begin los secondary area; recruitment of obose and chamber music fas; teaching denia. Review of applications will begin los in filled. Send applications will begin loss in loss base. Master's denie and loss of the professional teaching experience. Evidence of the professional teaching experience. Submit letter of the professional teaching experience and the professional teaching experience. Submit letter of the professional teaching experience. Submit letter of the professional teaching experience, and at least the professional teaching experience. Submit letter of the professional teaching experience, and at least the professional teaching experience. Submit letter of the professional teaching experience, and at least the profession teaching experience and the profession teaching experience and the profession teaching the 9, 1992. No tapes or recordings not requested. Western State College is an admirantive action, equal opportunity copyoger and actively solicits application from women and minorities.

RULLETIN BOARD: Positions available



UNIVERSITY

DIRECTOR OF INTERNATIONAL PROGRAMS

East Carolina University

East Carolina University invites applications and nominations for the position of Director of International Programs. The position is available July 1, 1992, but the starting date is negotiable. East Carolina University, the third largest institution in the University of North Carolina system, has an enrollment of over 16,000 students, including 2,600 graduate students. Founded in 1907, the University is located in Greenville, a growing city of 50,000 half-way between Raleigh and the Atlantic ocean. Served by three major airlines, Greenville is the cultural and economic center for eastern North

Responsibilities: The Director is responsible for developing, coordinating, and administering the academic, personnel, curricular, and financial activities related to international programs and will play a major role in defining the objectives and structure of a proposed new

Qualifications: Expertise in international program development, administration and evaluation; an ability to work well with faculty, administrators, and the public; academic orientation preferred, including a Ph.D. or appropriate terminal degree.

The position is envisioned as a full-time administrative appointment, but candidates with appropriate credentials may be considered for academic appointment. Salary will be competitive and commensu-

Application Process: Nominations and applications (including a letter of interest; curriculum vitae/résumé; and the names, addresses, and telephone numbers of five references) should be sent to Dr. Holly Mathews; Chair of the Search Committee; Department of Sociology/Anthropology; East Carolina University; Greenville, NC 27858; (919) 757-4839; Fax: (919) 757-6759.

Screening will begin on February 8, 1992 and will continue until the position is filled. All inquiries will be received in confidence.

Federal law requires documentation of identity and employability upon employment. Official transcripts will also be required prior to that time. East Carolina University is an Affirmative Action, Equal Opportunity employer, and as such specifically encourages applications from women and minorities.



Director

Facilities Management and Planning

The director reports to the Vice President of Fiscal Affairs and is responsi-ble for directing the buildings, grounds, utilities and maintenance opera-tions for a campus of 30 buildings located on 75 neres. The director also has responsibility for divisional budgets and long-range plans and coordi-nation of major construction projects.

Candidates should have a bachelor's degree in engineering, business or management with progressively increasing responsibilities, preferably in higher education, in facilities management. The candidate will possess excellent oral and written communication skills and a strong sense for providing quality service.

Please submit letter of interest and résumé with salary history to: Robert E. Gallman, Vice President of Fiscal Affairs, University of Evansville, 1800 Lincoln Avenue, Evansville, Indiana 47722.

An Equal Opportunity, Affirmative Action Employer

Music Assistant Professor of Cello (pending funding). Nine month, tonure track position beganing Fall 1992. Teaching includes studio cello, non-major contrabass and aring methods. Other dutley determined by departmental needs and candidate; studios are contrabass and strings methods. Other dutley determined by departmental needs and candidate; studings. Master's degree required, dectorate preferred. Documented avidence of successful college teaching, outstanding musicianship and musical accomplishment. Professional activity, and strong recruiting ability. Milmulm salary is \$24,000 and competitive. Send letter of application, via, three letters of recommendation, and supporting material by February 13 to: Chart, Cello Search Committee, School of Music, Ohlo Affolia, Arg., Poliversity, Athens., Ohlo Affolia, Arg., Poliversity, Athens.

Music Director of Opera Theatre/teacher of sludin voice (tenor preferred). Tenure track, Direct an Opera Workshop/Mivic Theatre program undergraduste/graduste level, Promote en existing Apprendice Artist Program with the Fort Worth Opera. Duties included leaching studio voice on the predemandergraduste level; solvensemble performance. Position is pending official fundiae. Demonstrated excellence as opera director, teacher, and performer. Doctorate or equivalent preferred. Send application, viia, senderate second and refusence to Dr. Kenneth E. Rassaster, Chair, Department of Music, Texas Christian University, P. O. Box 32237, Port Worth. Exas 76129. Dis 904 sand lance at this time, Deadline is February 15, 1992. TCU is an REO/AA employer.

Services and arrive search committee, School of Music, Ohio University, Athens, Ohio 45701. AA/EOB.

Music: Assistant Professor of Cello (nending funding). Nine month, tenure track position beganning Fall 1992. Teaching includes studio cello, non-major contrabass and string methods. Other duties determined by departments needs and candidates training. Master's degree required, becomes preferred Documented evidence of successful codlege teaching, outstanding musicianship and musical accomplishment, professional activity, and strong recruiting ability. Minutum salary is \$24,000 and competitive. Send letter of application, with, three letters of recommendation, and disporting material by Pebruary 13 to: Chair, Cello Search Committee, School of Music, Oblo University (New Grieans, New Orleans, Louisiana 70148, EOE/AA, Deadline March 1, 1992.

Development Officer Major Gifts

Goddard College seeks a Development Officer who will develop and monitor major gift prospects from among Goddard's 11,000 alumni and friends. Working directly with a new President in a small, growing Development Office, this person should bring experience in fund raising, and understand the promise and problems of progressive higher education. Goddard encounters of progressive higher education. ages applications from women and minorities, as well as from couples; the credentials of a spouse or partner

Goddard is a national liberal arts college that has been challenged by the ideas of progressive education for more than fifty years. 400 students are enrolled for individually-designed undergraduate and graduate de-grees including the MFA in Writing. Students study in several formats including a residential program and low residency programs. Located in central Vermont, nearby mountains and streams offer great natural beau-ty and outdoor recreation; Montreal or Boston are three

To apply send a résumé, three references, and a writing sample by Jan. 31, 1992 to: Associate Dean for Administration, Goddard College, Plainfield, VT 05667. Applications will be reviewed beginning carly



GODDARD COLLEGE

LIBRARY APPLICATIONS SPECIALIST #3GG45

College Center for Library Automation (CCLA) is seeking an innovative, flexible professional with automation experience to join the CCLA team implementing a 950-terminal centralized Data Research Associates (DRA) system for the 28 Florida community colleges and their 60 + associated libraries. PRIMARY RESPONSIBILITIES: provide training and angoing support for DRA system users. Develop training activities and materials, conduct training programs, prapare user documentation, provide operational support. CUALIFICATIONS: Mester's degree from a library school accredited by the American Library Association and two years' professional level experience in cataloging required. One year's expensione with a local automated system preferred. DRA experience desirable. Demonstrated communication skills. Willingness to travel. Minimum selery \$29,000, commensurate with training and experience. CCLA is a new statewide project. DBTAIN MANDATORY EMPLOYMENT APPLICATION from Personnel, Tellahasses Community College, 100 Administration Bidg., 444 Applayard Dr., Tellahasses, FL 32304-2895, tel. (904) 922-8104 or (904) 488-9200. Application deadlins: Thursday, Fabruary 13, 1992. An Equal Opportunity, Affirmative Action Employer.

ant Professor rank. Teaching responsibilities divided between these positions include: Elementary Music Mellods, Kodaly Method, Music in Special Education, Instrumental Methods courses, graduate courses in Curriculum Development, Administration and Supervision, Psychology for Music Tenchers. Candidate for Chairperson must have stanilizant public school and college teaching experience. Experience et al. Administration of the second position must have stanileant public school and college teaching experience. Descripted doctorate required. Candidate for second position sust have a minimum three years' public school experience. Doctorate preferred; A. B.D. considered. Selaries negotiable, interviewing will start immediately and continue until positions are filled. Send credentials with three recent recommendations to: Personnel, Wastminster Caoir College, Hamilton at Walmut, Princeton, New Jersey 68540. AA/EEO.

Princeton, New Jersey 08540. AA/EEC.

Music/Music Theatres University of Redlands, Music Theatres University of Redlands, Music Theatres/Opera; Conducting,
Applied Voice. The University of Redlands, School of Music, seeks to full a thin
time, team-etrack faculty position beginning I July or I September 1992. Because
the University emphasizes effective instruction, teaching experience is required.
Successful candidate must develop and administer a Musical Theater/Opera program;
produce as least two production samually,
includes one during scadenic year and ope
Summer Musice Festival. Responsible for
administration and production of summer
Musical Theater/Opera program. Develop,
recruit, and conduct a vocal ensemble,
some studio voice teaching; encouraged to
be a vocal performer. Qualifications:
knowledge of Musical Theater and Opera
literature; experience in developing and coordination a college Musical Theater/Opera
program; professional experience desirsome basic knowledge of costumities,
seeme design, directing, and production
schedules; experience as choral conductor
and with choral Ilterature appropriate for a
collegiste choral program; vocal perforuance experience; master's required; doctorate preferred, or demonstrated equivatorate preferred, or demonstrated equivamains State University.

An Sylf-2024; (406) 54-33a.

An Sylf-2024; (406) 54-32a.

An Sylf-2024; (406) Musici Voice. Associate Professor of Voice. Soprano tyending fundings. Nine month, tenure track position beginning Fall 1992. Teaching includes a untile voice, distinct, repertore, and class voice. Possible chair of voice division. Doctorate preferred, or demonstrated equivalent of voice division. Doctorate preferred, or observed and case voice. Possible chair of voice division. Doctorate preferred, or demonstrated equivalent of voice division and experience. To apply, send: 1) certer of application, 2 current vine. 3) or interest and phone numbers of nature salary is \$30,000 and competitive. Send letter of application, vita, three letters of recommendation, and supporting materially for the professional programs; voice performed experience, To apply, send: 1) certer of application 2, current vine. 3) or interest and sphone numbers of nature fercences to Robert M. Rudspeth, 200, East Colton Avestue, Redical Colton Avestue, R

Native American Studies: Montana State University invites applications for a tenure-track, sastant professor in the Cenier for Native American Studies. Responsibilities include teaching undergraduste courses based on Cenier needs. Required qualifications: Ph. D/Ed. D. or terminal degree in relevant discipline earned by August 18, 1992; demonstrated excellence in teaching at postsecondary level; ovidence of working with Native American postsecondary attential, atthetion containing and postsecondary level; ovidence of the following: teaching courses in related Native American postsecondary level; evidence of the following: teaching courses in related Native American topics; advising Native American students; long standing commitment to Native American education; commitment to a research and creative activity agenda; and commitment to meeting the diverse needs of Native American students. Applications should include letter of application, current vitae, two current letters of reference, and the names, addresses, and telephone numbers of three additional current references be sent to. Dr. Partick Wessel Head, Chair, CNAS Search Committee, Center for Native American Studies. 2-152 Wilson Hell, Montans State University. Bozeman, Montans Will begin on January 31, 1992 and well continue until suitable candidate in lured. Veterans preferences. Ad/EEO amployer.

Position Announcement Director

Career Planning and Placement

The Director will head a comprehensive career planning and placement center. The Director will assist students with career exploration and counseling, campus employment, internships, graduate school counseling, and placement. Master's degree and previous career development experience preferred.

Phillips University is a small, selective, private university recognized by US News and World Report as one of the top 10 small liberal arts colleges in the West. It is affilliated with the Christian Church (Disciples of

Applications received before Feb. 1, 1992 will receive priority. Desired starting date: May 1, 1992.

Please send letter of application, resume, and the names, addresses and phone numbers of three references to:

Dr. Walter B. Shaw **Dean of Student Development** PHILLIPS UNIVERSITY 100 South University Ave. Enid, Oklahoma 73701 Telephone (405) 237-4433, ext. 208

An Affirmative Action, Equal Opportunity Employer



Fitchburg State College

FINANCIAL AID

Flichburg State College Office of Financial Aid has three positions available for Assistant Director and two Staff Assistants, General responsibilities include counseling students and parents, availuating financial aid applications and making public presentations. The Staff Assistants also have responsibility for one or more specific aid programs. The Assistant Director helps to coordinate the aid programs, supervise staff and prepare statistical reports.

Bachelor's degree required. Familiarly with computer applications and loan programs, rofined communication and counseling skills, and an appreciation for persons with diverse backgrounds are highly destrable. Experience in financial aid preferred; candidates for assistant director should have two or more years of professional experience in a financial aid office.

Letter of application, résumé, and the names and addresses of three profes-sional references by Jeruszy 17, 1992 to Director of Personnel, Fitchburg Stole College, 160 Pead Street, Fitchburg, MA 01420. An Equal Opportunity, Affirmative Action Employer.

Nursing: Pull-time tenure-track position in Critical Care Nursing to trach in new clinical area in NLN-accredited master's prostram and in bescalaureate program. The School of Nursing has a student body of more than 300 in its beccalaureate and master's programs. Qualifications: Doctoral degree (preferably Nursing) and Master's in Nursing in Critical Care or related area. Previous teaching experience and research in area preferred. Position swalable Pail 1992. Salaxy and rank commensurate with experience and qualifications. Review of applications will begin March 1, 1992. Send tetter of application, current with and nurses and addresses of three references to: Chair, School of Nursing, Old Dominion University, North, Virginia 23529-9500, Phone: (804) 663-4299. Old Dominion University is no Equal Opportunity Employer and requires compliance with the Immigration Reform and Control Act of 1986.

States.

Numings University of South Carolins. Paculty positions in Geroptological Nursing, Maternity/Women's Health, Pediatric Inflant & Health Psychiatric Mentul Health and Medical Surgical. Publ-time, also month, tenure track position. Qualifications for all positions tachode doctorate in nursing or related field and master's degree in surving. Rank and salary commensurate with education, meaningful clinical experience, and scholarly accomplishments. The USC College of Nursing offers nursing programs leading to the BSN. MS, MN, and Ph.D. in Nursing, Send letter of application, and curriculum vitae to: Dr. Mary Ann Parsons. Dean, College of Nursing, University of South Carolina, Columbia, South Carolina, 20208. Applications will be accepted until the positions are filled. AAFCDS.



Director of Admissions

Wilmington College seeks applications and nominations for the position of Director of Admissions. The successful candidate will have experience in college admission work, initiative, enthusiasm and strong organizational and interpersonal skills. A bachelor's degree is required, graduate work is desirable. The office includes three other admissions officers and an experienced support staff. New computer software is being implemented.

withnington, a college related to the Religious Society of Friends (Quaker), enrolls about 900 regular students and 1,200 in continuing education programs, including a branch in Cincinnati and ai three correctional institutions. The primary responsibility of this office is the recruitment of traditional students and supervision of a carefully crafted marketing plan backed by an award-winning advertising campaign. Particularly needed now is familiarity with institutional research and a facility for developing new marketing plan backed by the property of the program of th

Wilmington is located in an economically expanding rural community of 12,000 about an hour's drive each from Cincinnati, Dayton and Columbus. Nancty percent of the student body is from Ohio, many of them from within a hundred mile radius of the campus. Attention is being given to expanding minority and international enrollment.

The Director reports to the President of the College and is an important part of adynamic management team. Salary and fringe benefits, commensurate with experience, are competitive. Willingness to live in Wilmington and to become part of the larger Wilmington community will be an important emplification.

The position is open. Review of credentials will begin January 2 and continue until the position is filled. The starting date is July 1, 1992 but could

Ned Thorburn, President Pyle Center Box 1185 Wilmington College Wilmington, OH 45177

Wilmington College is an EEO Employer.

Kent State University invites applications for an immedi-

ate opening for the above position within the Department

of Residence Services. Provide leadership for a specified

area of campus through the conceptualization design,

supervision and administration of a comprehensive plu-

ralistic and multi-cultural residential program for students.

Also responsible for developing programs to enhance

both professional and paraprofessional staff. Master's de-

gree and three years experience required. Residence hall

administrative experience preferred. Excellent communi-

cation/organizational skills, individual/group counseling

expertise, and multi-cultural sensitivity required. Live-out

resume and three letters of recommendation by January

Della M. Marshall, Chair, Area Coordinator Search

Kent State University Department of Residence Services P.O. Box 5190, Kent, OH 44242-0001

Equal Opportunity/Affirmative Action Employer

position. Salary competitive. Submit letter of application,

kets while building on existing strengths.

Address all inquiries and applications to:

AREA COORDINATOR

Residence Services

DIRECTOR OF ADMISSIONS

SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Texas State University invites applications and nominations for the position of Director of Artmissions. SWT is a four-year comprehensive public university with an enrollment of over 21,000 students. The university is located in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Antonio. **DUTIES AND RESPONSIBILITIES**

The Director of Admissions is responsible for the administration of the undergraduate recruitment and admissions program. The Director reports to the Vice President for Student Affairs, is a member of the Administrative Council and works closely with the Council of Deans. The Director is also a member of the Enrollment Management Advisory Council.

The Director is expected to exhibit strong leadership qualities in developing undergradaute recruitment and admissions strategies as part of the university's crucilment management program. The enrollment management program is designed to improve the quality of the student body through the active recruitment and retention of high ability students across all othnic groups. The Director is also responsible for the administration of the school relations program, new student orientation programs, and international student admissions and certification. QUALIFICATIONS

QUALIFICATIONS

The Director is expected to possess broad knowledge of standard management practices in the operation of a comprehensive admissions program, enrollment management theory and practice, strategies for systematically marketing appropriate candidate larget groups and innovative student orientation models. The Director is expected to effectively articulate the university admissions standards to all constituencies—candidates, parents, isculty and stait. The Director will have the capacity to generate effective links with the faculty, students, parents and alumnit to develop a comprehensive candidate recruitment program.

acounts to develop a comprehensive candidate recruiment program

Candidates will hold the Master's degree and five years' experience in college or university admissions and recruiment with at least three years' experience at the director or associate director level, excellent communication skills, experience and admissions computing systems and data processing, and publications. Candidates are expected to demonstrate a clear record of commitment to affirmative action.

APPLICATIONS

This position is open March 1, 1992, with application review to begin January 20, 1992. Applicants should send a letter of application and resume, together with a one-page statement on admissions philosophy to Dr. James D. Studer, Vice President for Student Affairs, Southwest Taxas State University, 601 University Dr., San Marcos, TX 78666; phone (512) 245-2152.

SWT is an AA/EEO Employer



Southwest Texas State University San Marcos, Texas 78666-4615 AC512 245-2205

The Vanderbilt University Press DIRECTOR

Vanderbilt University invites applications and nominations for the posi-tion of Director of the Vanderbilt University Press. After a thorough review, the decision has been made to increase substantially the level of support provided by the University to the Press.

The Director, who will report to the Provost, will assume responsibility for the operations of the Preas: acquiring first-tate manuscripts, supervising all phases of editing and production, and directing an effective marketing program. Vanderbils seeks candidates with experience in publishing scholorly books, energy, judgment, financial acumen, and an openness to innovative ways of exploiting technology.

The Search Committee will begin its review of applications on February 15, 1992. Reception and review of applications will continue until the position is filled. Applicants should send a detailed résumé, and arrange to have three letters of reference sent, to Donald W. Sherburne, Chair, Vanderbilt University Press Search Committee, Office of the Provost, 221 Kirkland Hull, Vanderbilt University, Nashville, TN 37240.

Vanderbilt University is an Equal Opportunity, Affirmative Action Employer and encourages applications from women and minorities.

Nursings Faculty position; Fall-time (nine-month) tecure track spring position, im-mediate availability rending state ap-proval. Responsibilities include class room and choical teaching primarily at the sorho-more level of the curriculum, Master's de-

ASSISTANT DIRECTOR OF REGISTRATION AND ACADEMIC PROGRESS



Ball State University is seeking qualified applicants for the position of Assistant Director of Registration and Academic Progress. Responsibilities: Under the general direction of the Director of Registration and Academic Progress (Registration and Academic Progress (Registration and Academic Progress (Registration and Academic Progress (Registration and Academic Progress function in addition, he/she is responsible for the general demic Progress function in addition, he/she is responsible for the general supervision of the staff that maintain student academic Progress function in addition, he/she is responsible for the general supervision of the staff that maintain student academic Progress functions: A master's degree in the area of student personnel or related field is preferred; familiantly with on-line computer systems is required. Prefer administrative experience in an educational institution, knowledge of Registrar Code of Ethics, Standards, and Practices, as well as excellent verbal and written skills as utilized in effective management. The position is available immediately and will remain open until an appointment is made. The salary range for the position is \$22,000 to \$25,000 commensurate with qualifications and experience to apply, pleases send a letter of application, current résumé, and the names, addresses, and telephone numbers of at least three professional references to Nancy Cronk, Ball State University, Administration Building, Room 6, Muncle, Indiana 47306. Review of applications will begin in late January, 1992, and will continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and committed to diversity within its community.



Community College

Assistant Director for Learning Resources Collier County Campus

Responsible to the Provosi for general supervision and development of the new campus library/media service. Will work in cooperation w/Director of Learning Resources—Lee County Campus. An earned Master's degree in Library Science from a regionally accord fied institution of higher aducation is required with demonstrated competence as a librarian at the college/university level, experience in budgeting and supervision of personnel in addition to Leerning Resources utilization, chruitation or reference services. Beginning date of employment is March 2, 1992. Starting salary of \$41,516. Apply with names, addresses and phone numbers of three professional references and a current resums to Edison Community College Personnel Office (CC-6D), P. O. Box 06210, Fr. Myers, FL 33906-6210 by January 31, 1992.

EA/EO Employer

trition and food science (A.D.A. and I.P.T. approved) and a graduate major in autrition and food science (M.S., Ph.D.). Auburn University has an euroliment of approximately 22,000 students. Rank and salary: Puli professor: twelve-month salary competitive and commensurate with qualifications and experience: research appointment with the Alabama Assicultural Experiment Station, Employment date; Negotiable (July 1, 1992 professor), 1992, or until position is filled. Applicants should send vita, three letters of reference, and copies of all transcripts to: Dr. Arthur W. Avery, Chairperson, Screenias Committee, School of Human Sciences, Auburn University, Alabama 3649-3601; (203) 844-4790; Pax (203) 844-3749, Auburn University is an Affirmative Action, Equal Opportunity Educational Institution. Minorities are encouraged to apply.

Philosophyr Mount Holyoke College, South Hadley, Massachusetts, One-year visiting rooition only. Rank: Instructor or Assistant Professor. At least ABD, Aren of specialization; open, however the candidate must be able to teach a course in Women and Philosophy in addition to courses in some of the following areas: ethics, social and political philosophy, philosophy, bitsory of law, history of notein philosophy, phylosophy, p

Loras College

DIRECTOR OF DEVELOPMENT

Loras College invites applications for the position of Directoral

Loras is a four-year, Catholic, coeducational, liberal arts insign tion with a student body of nearly 1,800 men and women.

The successful applicant will be responsible for the overal planning, coordination, and implementation of the College fund-raising programs. The Director reports to the Vice Presdent for College Advancement and provides supervision to the Director of Planned Giving and Special Gifts, the Director of Foundations/Research, and the Data Coordinator.

Prerequisites for the position include any combination of saperience and education equivalent to a bachelor's degree and three years of experience in fund raising, preferably in an educational setting, and in working with volunteers.

Applicants should submit a cover letter, resume, and fivereferences to: Gerald J. Koppes, Director of Human Resources, Loras College, 1450 Alta Vista, Dubuque, Iowa 52004-0178.

An Affirmative Action, Equal Opportunity Employer. Women and minorities encouraged to apply.

THE UNIVERSITY OF SOUTH FLORIDA DIRECTOR

FLORIDA POLICY EXCHANGE CENTER ON AGING The State University System has an academic position open at the University of South Florida for a Director of the Florida Policy Exchange Center on Aging (FPECA). This is a tenure track position with salary negotiable. The applicant must have demonstrated experience in administration, research, policy formulation and implementation, and teaching in the field of gerontology. Research with an aging policy emphasis is desired. The FPECA is a statewide university system institute. The focus of the FPECA is to foster policy relevant research providing bridges between basic and applied research in such policy areas as income maintenance, longterm care, community care, housing, transportation, employment and health care provision. The Director, along with a Policy Board, is responsible for establishing and maintaining the direction of the Center. The application deadline is April 15, 1992. Please submit your C.V. and three letters of recommendation to:

Search Committee Florida Policy Exchange Center on Aging U.S.F. Box 3208 Tampa, Florida 33620

For further information, call Pain Stobaugh at (813) 974-3468. According to Florida law, applications and meetings regarding the position are open to the public. USF is an Espeal Opportunity Employer.

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approach and the ability to teach dance and is) minastics: student leaching reaction (of account and supervision). Earned doctorate preferred Strong comminger to schoolar ship and professional developmed. Salary and rank commensurate with quasification, experience, and the University Collective agreement. Application dealing January 31, 1952 with an appointment dealing of July 1, 1952. Direct inquired and applications uncluding curriculum wither, transcripts, as well as the causes and opplications and substances of three referes to Dr. W.I. Redden, Char, Search Committee, School of Physical Education and Ankleick, he morral University of Newfoundland, S. John's Newfoundland, Canada AlC ST. FAX 765-737-3979. Memoral University is committed to employment equity. Physical Education: Assistant Professor of Health and Invercess Science. Qualifications: Doctorate in Physical Education of Exercise Science. Responsibilities: Teads as Persunal Health and Fitners Course, a memeral education requirement for all and education in the University, requiring parigination in fitness activities. Teach one following. (1) Biomechanics, (2) Analysis of Candiovastular Function and Exercise Stress Testing Practicum. (3) Foundations of Physical Education (Introductory course to the major), or (4) Pedagockal sequence for teaching certification attodents. Salar commensurate with experience Position feedbagin September 2, 1892. Application feed-

Physical Education/Sports Medicine/Health Promotion; An assistant Professor, Tenure-track, Implement new sports medicine option in health management major. Earned doctorate in exercise science or health promotion required (ABD with eminent completion considered). NATA and ACSM certification preferred. Experience in athetic training/sports medicine and/or health promotion courses; scholarly activity; advaining major chylic committee service. Position begins August 1992. Send letter of application, fejume, transcripts, and name/addresses/phone numbers of three references for Dr. sacqueline Mooper, Dopartment of Health Leisure, Southeast Missourt State University. Cape Girardeau, Missourt 3701. Application deadline Isnary 29. An Equal Opportunity, M-F, Affirmative Action Employer.

Physical Therapy: Assistant or associate professor, Duties include but not limited to teaching physical agents, exercise physiology and research. Research interests should include treatment justification research, williagness to prepare grant proposals, Program provides diversity of well-enuipped decilities and experienced faculty. Requires MS, Ph.D. creferred, and PT, minimum 3 years' experience, licensure to bractice physical therapy in Wisconsin. Besides and the season of research interests to Partical Wider, Chair, Department of Physical Therapy, University of Wisconsin-La Crosse, La Crosse, Wisconsin Setol. All materials must be received by May 1. Alphabetical list of nominees and applicants, without differentiation, may be released after deadline. Women, minornies encouraged to apply. AA/EOR.

Physics: Whitman College is seekins a Ph.D. in physics, preferably experimental, as a sabbatical replacement at the Assistant Professor level for 1992-93, with some possibility of a second year. Whitman is a strong liberal arts college with emphasis on teaching, strong majors in the aciences and mails, good computer facilities, encountry of 98, and a physics faculty of 4. The normal teaching load is two courses and a lab. Send résumé and transcripts and arrange for three letters of recommendation to be sent to L. Philip Howland, Chair, Department of Physics, Whitman College, Walla, Washington 99362. Due by February 21. AA/EOE.

Physics: Department of Physics, University of South Dakota. New Faculty Position available 1992. The Department of Physics at the University of South Dakota is seeking applications for a repure-track assistant. professor position. Duties are concentrated on instruction and revearch with undergraduate students. Individual research is encouraged with limited resources. A Ph.D. is required. Special areas of interest in order of decreasing importance for our needs are as follows: solid state experimentalist, digital electronics and astronomy. The salary is engotiable. Review of application, will begin Pebruary 1, 1992, and continue until the position is filled. Send only a letter of application and a resume to: Chair of Physics Search Committee, Department of Physics, University of South Dakota, Vermillion, South Dakota, Vermillion, South Dakota, Semployer.

DIRECTOR OF FINANCIAL AID

The University of New England, a growth-oriented, small university in coastal southern Maine, seeks a creative financial aid professional to assume directorial responsibility for our financial aid programs. You will serve the needs of 1,400 students in diverse undergraduate, graduate, and professional programs that include the Health Sciences, Life Sciences, Human Services, Management, Social Work, and New England's only Osteopathic Medical School. This is a hands-on role that requires extensive students and services as the services and services. quires extensive student contact, and oversight of office computerization efforts.

The right person for this role will be a seasoned financial aid professional with top-notch interpersonal, managerial, and budgetary skills. Key to the success of the person in this position will be the ability to excel in con-sensus-based decision-making processes that are sensitive to the needs of multiple constituencies.

The University of New England will offer a competitive salary, a highly amenable working/learning environ-ment, and an excellent benefits program. Our seaside campus and location in Southern Maine (30 minutes south of Portland, and 90 minutes north of Boston) offer an attractive place to live and work.

Interested persons should forward résumé and cover letter by January 27, 1992 to:

> Michael D. Miles Director of Human Resources 11 Hills Beach Road Biddeford, ME 04005

UNE is an Affirmative Action, Equal Opportunity Employer.

ACADEMIC OPPORTUNITY PROGRAM Assistant Director/Counselor

UNION COLLEGE

Responsible for all phases of counseling of program students including personal, career and financial issues. Will assist Director with coordination and implementation of program goals and objectives, supervision of staff training and development. Coordination of non-academic components of 6 week summer program and other administrative duties as assigned. This is a full-time, 12 month appointment.

A Master's Degree in counseling is preferred. A Baccalaureate degree is required. Experience in related types of programs is essential with HEOP experience ideal. Must possess excellent communication skills. Salary: Low twenties

Send letter, resume and three letters of recommendation to: ACADEMIC OPPORTUNITY PROGRAM UNION COLLEGE SCHENECTADY, NEW YORK 12308

An equal upportunity, affirmative action employer

15. 1992. With a strong commitment to the liberal arts, the department of eight faculty offer IA and B3 degrees in physics as well as service courses. We are seeking candidates with a terminal degree in physics or

FOR SALE

- COMPUTER SYSTEMS
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THE EQUIPMENT you're no longer using on your campus may be just the thing that business managers or faculty members at other institutions are looking for. Let them know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 collages universities and other organizations. colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly. And our "For Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

ASSOCIATE DIRECTOR OF ADMISSIONS

RESPONSIBILITIES: Reporting to the Director of Admissions, the Associate Director will be responsible for integrating the new system-wide computerized student information system into the recruiting and admission process. The successful candidate will also be responsible for initiating, planning and implementing University recruitment and public relations programs, designing and editing office publications, supervising staff, assisting in recruitment scheduling and overseeing the processing of undergraduate applications and inquiries.

QUALIFICATIONS: Master's degree required with a minimum of three years of administrative experience in a university admissions setting, including experience in recruitment and student information systems. Candidate should have experience working with a diverse and multiethnic population. Candidate should be willing to travel and work irregular hours and must possess excellent oral, written and organizational skills.

SALARY: Commensurate with qualifications and experience.

THE SETTING: UNLY is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upand-coming" colleges and universities in the U.S. Located in cosmopolitan Les Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

APPLICATION: Submit a letter of application, resume, and three current letters of recommendation no later than January 31, 1992 to: Chair of Search Committee; Office of Admissions; University of Nevada, Las Vegas; 4505 Maryland Parkway; Las Vegas, NV 89154-1021. UNLV is an AA/EEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

MEDICAL DIRECTOR

Eastern State Flospital and Eastern Virginia Medical School are seeking a physician committed to public service and to community and hospital psychiatry for a joint appointment.

Located in historic, charming, Williamsburg, Virginia, this 218 year old JCAHO accredited, 900 bed hospital, long committed to quality care and to community-based programs, provides treatment to adult, child, adolescents, and geriatric patients, including forensics and acute admissions, in a culturally diverse setting.

This joint appointment provides oversight for a training program with psychiatric residents and other health care professionals. Both facilities are in Tidewater, Virginia, less than 3 hours from Washington, D.C. tunities available for consulting and for research. Salary negotia-

Qualifications: Candidate will have significant demonstrated experience in public hospital and community psychiatry and administration; eligible for or licensed as a physician in Virginia; and has knowledge of and experience with JCARIO. Experience supervising medical staff residents and other health care professionals in a hospital setting preferred. Please forward CV and three current references before February 29, 1992

John M. Favret Hospital Director Bastern State Hospital P. O. Box 8791 Williamsburg, VA 23187-8791 (804) 253-5241 FAX (804) 253-5065

AA/EEO, Minorities, Females and Disabled encouraged to apply.

ests of the department. Effective communication in English is essential. A complete application includes a curriculum with three fetters of reference, a one-two page description of teaching goals and a statement of research interests. Bend to: William R. Kubiner, Chairman, Department of Physics, College of Charieston, Charleston, Charleston, South Caroline 29/24-0001. The College of Charleston is an Equal Opportunity, Allimative Action Employer and encourages applications from women and minority candidates. Application review will begin on March 15, 1992.

Physics/Mathematics: New postsion in nine-person Science/Mathematics faculty. Open August. 1992. Teach calculus-based Phys-ics. Modern Physics, and some mathematics. Also possible teaching in graduate Sciics, Also possible teaching in graduate Sci-ence Education program, M.A. plus signifi-cant study required; Ph.D. desired. Fresno Pacific College is a Christian liberal arts college; all faculty must express personal Christian commitment and lifetyle consis-tent with college soals. For complete de-scription and application form, writerbone Dr. Gerald Winkteman, Fresno Pacific Col-lege, 1717 South Cheatant, Fresno, Califor-nia 93702; phone (209) 453-2023. Applica-tions will be reviewed on February 17, 1992. EOE.

Political Science: California State University, Northridge, Political Theory/Comparative Government-Europe, Contingent on funding, the Department of Political Science Invites applications for a junior tenure track position. Ph. D. or ABD in Political Science with substantial progress on the dissertation at the time of application is required. Candidates will be expected to teach courses in fleids of 20th Century Political Theory and in European Government and Politics. Teaching experience with good evaluations is desirable, Applicants thould send a letter of application, vits, and three recent letters of recommen.



Three Administrative Positions

DEAN OF RESEARCH AND GRADUATE STUDIES UNIVERSITY LIBRARIAN

DIRECTOR OF EXTENDED EDUCATION

THE UNIVERSITY

Humboldt State University, one of the oldest institutions in the 20-campus California State University, is to be found on the Pacific coast, 275 miles north of San Francisco and adjacent to wilderness areas. The student budy, numbering about 8,000, is largely residential and is drawn from other states and foreign countries as well as from throughout the state of California. HSU offers 44 undergraduate majors leading to the bachelor of arts or the bachelor of science, and 15 graduate majors including the Master of Arts, Master of Sciences, Master of Fine Arts and Master of Business Administration. The programs are administered in four colleges: Arts and Humanities, Behavioral and Social Sciences, Natural Resources and Science, and Professional Studies. During 1990-91 HSU faculty (450 FTEF) and staff received 121 awards totalling over \$4.7 million in grants and contracts. The library contains over 400,000 volumes and over a million other items and is served by 11 library faculty and 30 other staff. The campus is located in the city of Arcata and adjacent to the cities of Eureka and McKinleyville, which are situated around Humboldt Bay. The combined population of the Humboldt Bay area is approximately 65,000. Humboldt State University is committed to achieving the goals of equal opportunity and affirmative action and endeavors to employ faculty and staff of the highest quality reflecting the ethnic and cultural diversity of the State.

POSITIONS AND QUALIFICATIONS

Dean for Research and Graduate Studies

Dean for Research and Graduate Studies

The position of Dean for Research and Graduate Studies is a staff position reporting to the Vice President for Academic Affairs; the occupant sits as a member of the Council of Deans and the Academic Resources Allocation Committee. The Dean is responsible for building and maintaining strong graduate programs and providing leadership and support for faculty and undergraduate and graduate students engaged in research and other duties assigned by the Vice President, Qualifications include eligibility for tenure as a faculty member, a record of teaching excellence, an earned doctorate, and recognized scholarly or creative activity as well as appropriate experience. A full description of the duties and qualifications is available on request from the Office for Academic Affairs, Humboldt State University, Arcata, California 95521.

University Librarian

University Librarian

The University Librarian reports to the Vice President for Academic Affairs and provides direction and leadership to the Library and Media Services as the administrative head of the Library. The occupant is responsible for formulating and implementing library and media policies; planning, organizing and directing all library functions and integrating library and media services with academic programs. The occupant sits as a member of the Council of Deans and the Academic Resources Allocation Committee. The qualifications are possession of an ALA-accredited MLS or foreign equivalent and a record of achievement appropriate to a senior administrative appointment including evidence of leadership, creativity and organizational skills. A full description of the duties and qualifications for the position is available from the Office for Academic Affairs, Humboldt State University, Arcata, California 95521.

The Director of Extended Education

The Director of Extended Education

The Director of Extended Education reports to the Dean of Admissions and Records (who reports to the Vice President for Academic Affairs) and provides leadership for Humboldt State University's entire Extended Education Program. The Director is responsible for the development and delivery of specialized programs for business and industry, professional development and personal enhancement. Included in the director's responsibilities are the administration of the Summer Seasion program, needs assessment and program development to meet regional requests, marketing responsibility for such programs and the formulation of programs which provide an increased access to the educational resources of the University. Qualifications include a Master's degree and two to five years of direct experience including demonstrated success in personnel and fiscal management and experience in program development, market research and marketing, instructional design and content development, and program evaluation.

APPLICATION

The selection process will begin on February 15th and will continue until the positions are filled. Applications may be addressed to the Chair of the Search Committee for one or another of the positions, in care of the Office for Academic Affairs.

HUMBOLDT STATE UNIVERSITY Arcata, California 95521 (707) 826-4192

Humboldt State is an Equal Opportunity, Affirmative Action Employer and invites applications from women and minorities.

Political Sciencer Pending final budget approval in February, Linfield College seeks to fill tenure-track assistant professor position in convarative politics and politics development for Fail, 1992. Quantitative akills and area specially expected. Courses to be taught include political development, area studies, explosedology, and international relations. Ph.D. required for promotion and advancement to tenure: A.B.D. considered for instructor rank. Send letter of applications, complete resume, three letters of recommendation (placement file ag-

V.5

Folitical Sciences The Department of Politics invites applications for a one year, non-resewable position in Folitical Theory, beginning in Fall, 1992. Full preferred, ABD acceptable. Teaching experience necessary. The course load is three and two. We especially enquared candidates with concentrations in feminist, modern, contemporary, and critical theory. The salary is competitive. Applicants about gend year, recitive. Applicants about gend served courses, and supporting syllabil to Douglas Amy,

Political Science: Binck Hills State University Invites applications for two tentre track positions; international relations companiive politics and American solitics. Both positions begin Pall, 1992. Ronk and salary open. We are specially individuals committed to teaching excellence. Qualifications: doctorals preterred, masters required. American politics position duties include teaching twelve hours undergraduate courses per semester, international relations/companiive politics position first-year duties include teaching nine hours undergraduate courses per semester, with three hours per semester released time for development of new courses. Application should include a letter of application curriculum vites, three current letters of recommendation, official undergraduate

SOUTHERN ARKANSAS UNIVERSITY

SAU is a comprehensive, regional, public institution of higher education with over 2,900 students located in southwest Arkansas, and offering over seventy degree programs at both the undergraduate and graduate (Master's in Education) levels.

DIRECTOR / DEAN OF INFORMATION SERVICES AND LIBRARY

SAU is seeking applications for a Director/Dean of Information Services and Library. Responsibilities include providing leadership and organization of the library: developing budgets, policies, priorities, long-range plans; promoting faculty/student relations; directing library support for educational, public service, and continuing education opportunities in an extended campus region. May be considered to teach graduate level Library Medin course. Reports to the Vice President for Academic Affairs. Qualifications: Strong leadership, interpersonal communication, management and planning skills; knowledge to develop/direct computer information systems/system analysis and related technology-based library programs and services; 5 years' varied academic library experience (practical and administralive); and a record of professional achievements. ALA-accredited MLS required; doctorate strongly preferred. The title Dean will be considered only if candidate has an earned doctorate.

Salary and title commensurate with qualifications and experience. In addition, SAU offers an excellent fringe benefits package. Applications will be reviewed beginning February 1, 1992 and continue until positions are filled. The positions will be available as soon as the appointments are finalized but must begin by July 1, 1992.

Interested persons should send a letter of interest, résumé and the names, addresses and telephone numbers of three people who may be contacted as references to: SAU Personnel Office, SAU Box 1288, Mugnolla, AR 71753. A University representative will attend the national ALA meeting in San Antonio, Texas, Junuary 25-28, 1992 to confer with individuals interested in learning more specifics about this administrative opportunity. Please contact the ALA Placement Services Center at the national ALA meeting for scheduling a visit.

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

CARNEGIE MELLON UNIVERSITY

tenure-track faculty in Organizational Theory or Enhanter for Assistanti Associate Professor in Graduate School

Candidatas should demonstrat.

activement of, or patential for, excellence in research and in teaching

students. Accomplished ecodemic training in organizational behavior or

theory, sociology, psychology, or related fields is required, as well as i

Ph.D. from a quality university at time of appointment Fat. 1882). To apply submit application latter, with, research papers. three letters of recommend-

Proposel, if new faculty, by Janu

15, 1592 to:

Prof. Gerald Salancik

Carnegie Melion University 5000 Ferbes Avenue

Pitteburgh, PA 15213-2880

Cornegie Mellon is an equal apportunity Infilmative action employer with particular interest in identifying wemen

COLLEGE OF ARCHITECTURE

The University of Kentucky invites applications and nomi-nations for the position of Dean of the College of Architecture. One of the acknowledged strengths of the college is its commitment to design, theory, and the history of architecture. Enrollment is limited to 300 in the live-year NAAB accredited

The Dean will be both a teach are Desir will be coff a teacher and an administrator. Candidatas will have a demonstrated
commitment to excellence in
architecture and architectural
education and with be eligible
for appointment at the rank of
professor in the college. The
Dean reports to the Chancellor
of the Lexington Campus.

Applications from and nomine ions of women and minorities are encouraged. The Lexing-ton Campus offers employ-ment assistance to relocating pariners. The position is avail-able July 1, 1992.

Applications should include a letter summarizing relevant professional experience, a curriculum vilae, and the names, addresses, and the names. addresses, and telephone numbers of four references Applications and nominations anould be sent to: Dr. Christine Havice, Chair, Dean of Architecture Search Committee, c/o Office of the Chancelior - Lexington Campus, 111 Administration Building, UNIVERSITY OF KEN-TUCKY, Lexington, KY 40806-0032.

Equal Opportunity Employer

FUND-RAISING CAMPAIGN DIRECTOR Wanted for an exciting new aquarium in Charleston, SC. Requires a dynamic sonior level person with the experience, interest and ability to rolest to the Board of Directors, Donors and Community leaders, Please send credentials and salary expectations to: Mayor joseph P. Riley, Jr., P. O. Box 652, Charleston, SC 29402 by February 1, 1992. ECE.



every week in The Chronicle.

DEAN

School of Human Behavior

United States International University

United States International University invites applications and nomina-tions for the position of Denn of the School of Human Behavior. The University: Founded in 1952, USIU strives to bring the world together through education and has campulses in San Diego, London, Nairobi and Mexico City with students and faculty from 98 different countries. USIU San Diego campus is set on rolling, wooded land just within the nonbern boundary of the city. USIU is accredited by the Western Association of Schools and Colleges.

Qualifications: Candidates must have an earned doctorate and demonstrated leadership skills and should document a successful academic record. Candidates must demonstrate the ability to promote excellence in teaching and scholarship among the faculty, strong academic leadership, excellent communication and interpersonal skills, the ability to represent the School effectively with the University Administration, and the ability to develop external support.

Nominations and Applications should be sent to: Dr. Jeanette Lauer
Denn of the College of Liberal Studies
United States International University
10455 Pomerado Road

San Diego, CA 92131

DEAN **SCHOOL OF BUSINESS**

California State University, Los Angeles

Applications and nominations are invited for the position of Dean of the School of Business and Economics with a starting date of June 22, 1992. The Dean is the chief academic officer of the School and reports to the Provost and Vice President for Academic Affairs. The School is accredited by AACSB, composed of seven departments with a total of 5,500 majors, and offers Bachelor's degrees in Business Administration with 16 options, in Business Education, in Computer Information Systems, and in Economics, and six Master's degrees. Candidates must have experience in a field perlinent to business and economics sufficient to qualify for academic appointment at the rank of professor, significant administrative experience, demonstrated commitment to affirmative action, and demonstrated scholarly activity. Responsibilities include: creating and systematic appointment of academic

An Equal Opportunity, Affirmative Action, Handicapped, Title IX Employer



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

Schools and Colleges.

The School of Human Behavior: Human Behavior is a major area of study at USIU. The School offers undergraduate and graduate degrees including the Ph. D. and the Psy. D. Specializations are available in Chemical Dependency, Psychology, Marriage and Family Therapy, Counseling Psychology, Lendership and Human Behavior, Stress Management, Applied Psychology, Clinical Psychology, Industrial and Organizational Development, and Pastoral Care and Counseling. More than 600 students are enrolled in the School at the San Diego campus and regional centers in California.

Dutles and Responsibilities: The Dean is the chief academic and administrative officer for the School and reports directly to the Provost/vice President for Academic Affairs. The Dean is responsible for academic policy, the administration of instructional and research resources, and persoanel matters. The Dean provides leadership in ensuring academic excellence in all programs and curriculo. In addition, the Dean provides support to the faculty for achieving and maintaining quality teaching, research and service. Responsibilities also include coordinating and supervising class schedules and faculty teaching assignments, evaluation of faculty and administrative staff, and direct involvement in the hiring of contract and adjunct faculty and staff.

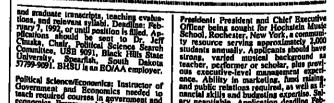
Applications should include a current résumé and a letter discussing the candidate's qualifications in terms of the criteria stated above. Applications will be reviewed commencing on Feb. 15, 1992. Candidates whose applications are received after that date cannot be promised full consider-

United States International University is an AAIEEO employer.



AND ECONOMICS

Responsibilities include: creating and sustaining an environment of academic excellence; working with faculty and department chairs in formulating School policy and with the Provost and Vice President and other officers of the University in developing University-wide policy; making recommendations on retention, tenure and promotion of faculty; administering the School budget; and assisting in public relations efforts. The Dean plays a major role in the development and enhancement of relationships with the Greater Los Angeles business community and in galning financial support for the School. The University has an active affirmation action processor and encourages. Angeles business community and in gaining financial support for the Science. The University has an active affirmative action program and encourages minorities, women and disabled persons to apply. The salary is commensurate with qualifications and experience. Send letters of interest, current vita and names of three references by February 3, 1992, to Chair, Search Committee, Dean, School of Business & Economics, c/o Human Resource Management, Job #969, Callifomia State University, Los Angeles, 5151 State University Drive, Los Angeles, CA 90032-8534.



coverament and Economics needed to teach required course in apoverment and economics. Prepare and deliver lectures to students who have academic problems. Compile, administer and student examinations. Prepare syllabl, legade examinations. Prepare syllabl, legade examinations. Prepare syllabl, legade examinations. Prepare syllabl, legade examinations. Requires a Master's degree in Political Science of Economics. Requires eighteen graduate hours of sovernment and editions are prepared to the examination of the examination of the examination of the examination. Also requires either eighteen graduate hours in economics from an accordited institution. Also requires either eighteen graduate hours in teaching or three years' experience teaching. 40 hour work week, \$21,500 per nine months, Apuly and Perses Remoloyment Commission, Borger, Texas, or send résumé to the Texas Employment Commission, Employment Commission, Hours, Texas 78778, Job Order #5521702.

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Dean

BULLETIN BOARD: Positions available

College of Arts and Sciences **Cleveland State University**

Cleveland State University is seeking a creative teacher/scholar to lead the largest academic unit at the center of a comprehensive university. The successful candidate must have: a passion for the world of ideas and an openness to their

diverse expression: a record of intellectual accomplishment worthy of tenure within the college at the rank of Professor;

demonstrable capacity to lead a complex organization; a clear vision of the role of a university in an urban setting; evidence of outreach to a multicultural and diverse community

commitment to recruitment, retention, and development of a diverse university community; a sense of perspective and humor.

Minority and women candidates are urged to apply.

The College of Arts and Sciences has approximately 6200 majors and over 400 full and part time faculty in 23 departments and 46 degree granting programs at the baccalaure and doctoral levels with a budget of \$25 million.

Cleveland State University is a large urban university serving Northeastern Ohlo and enrolling approximately 19,000 students in six undergraduate academic colleges (Arts and Sciences, Business, Education, Engineering, Law and Urban Alfairs) and the Graduate College.

Cleveland is a renaissance city in a metropolitan area of 2.5 million people. It is blessed with a world-class symphony orchestra, line museums, the third largest public library in the country and recreational opportunities afforded by Lake Erie and an extensive metropark system, all within the context of a timulating ethnic and racial balance.

lications and nominations will be reviewed immediately but accepted up until the deadline of March 1, 1992. Candidates should submit a letter of interest, resume, and the names, addresses and telephone numbers of three references to: Dr. Barbara Green, Search Committee Chair, c/o Office of the Provost, Cleveland State University, Cleveland, Ohio 44115, FAX: (216) 687-9290. Equal opportunity amployer, m/th.

__ CSU Cleveland State

MANATEE COMMUNITY COLLEGE

Manatee Community College (MCC) invites applications for three (3) academic administrative positions. The positions, available beginning july 1, 1992, are non-tenure track and require an earned doctorate. Competitive salary and benefit package available. MCC is a dynamic, comprehensive, public community college located on the west central coast of Florida composed of two compuses, with three programs—university parallel, occupational-technical, non-credit. The College has 300 full- and part-time faculty and 9000 is students.

BRADENTON CAMPUS: Bradenton, FL. 50 miles south of Tampa and St. Petersburg: 10 miles north of Sarasota.

Dean of Academic Affairs: Search #912-21. The Dean reports directly to the Vice President of the College and is responsible for the administration and supervision of the curriculum and instructional affairs of the Bradenton Campus. A minimum of five (5) years of college administrative experience is required.

Chair, Division of Artsand Letters: Search #912-22. The Chair is responsible for the maintenance and development of all of the Division's programs and activities. The Division is composed of the Department of Art and Humanities; the Department of English, Reading, and Foreign Languages; the Department of Music; and the Department of Speech and Theatre. The Division Chair reports to the Dean of Academic Affairs. A minimum of three (3) years of college administrative experience and a degree in one of the disciplines contained in the Division is required. SOUTH CAMPUS: 10 miles south of Venice, FL and 50 miles north of Ft. Myers on U.S. 41 with close proximity to Englewood and North Port. ProtosilDan of Academic Affairs: Search #912-23. As chief administrator of the South Campus, the ProvosiDean of Academic Affairs is responsible for all support structures, administrative services, and the administration/support structures, administrative services, and the administration/supportsion of the corriculum and instructional affairs of the campus. The position reports directly to the Vice President of the College. A minimum of five (5) years of college administrative experience is required.

APPLICATION PROCEDURE: For all positions, send letter of intent to the Office of Human Resources, I'ost Office Box 1849, Bradenton, Fl. 34206 by February 5, 1992. Respondents will receive an MCC application to be returned to the Office of Human Resources with copies of resumé/vitae, and unofficial transcripts by February 24, 1992. Include search number in all correspondence. Separate letters of intent required for each position.

EOE/AA

areas and could include research methods, applied statistics and physiological psychology. Applied statistics are physiological psychology. Applied statistics are protected in the property of the protection of toad in 44 with at least one course taught in the Evening College psychology major. The successful candidate will be expected to advise day and evening college majors. Lenoir-Rhyne College is the 100-year-old fiberal arts college of the North Carolina Syraod of the Evanagelical Lutherm Church in America. The college is located in lifticory, North Carolina, a strongtly supportive community with outstanding cultional and outdoor recreational opportunities. Please send enter of application, via, graduate transcripts and three references to: Dr. Robert L. Spuller, Vice President and Dean of Academic Affairs, Box 7420, Lenoir-Rhyne College, Hickory, North Carolina 2600, Applications should be received no later than February 15, 1992. Lenoir-Rhyne Collega is an Equal Opportunity Employer and actively seeks the candidacy of women and misorities.

sponsomer: Training took backgrounds and graduate courses in psychology, durect graduate theirs revearch, and maintain personal research program. Qualifications: Ph.D. in Clinical, School, or Experimental Psychology. ABD's, new and/or recent Ph.D.'s are also encouraged to apply. The Clinical Psychology positions require evidence of Ph.D. in Clinical Psychology from APA-approved program and internship, experience in teaching or clinical practice, eligibitity for graduate faculty and Louisiana Itecnaure within one year of appointment. Salary: Highly competitive, dependent on experience and record of research. The College: Founded in 1884, Northwestern State University of Louisiana is the oldest institution of higher education in the state of Louisiana. The campus of over 900 acres is acknowledged to be one of the most specious and attractive in the South. With current earoliment of approxi-



Winona State University

DEAN OF THE COLLEGE OF BUSINESS

Winona State University invites applications and nominations for the position of Dean of the College of Business. The Dean is responsible to the Vice President for Academic Affairs; provides leadership in undergraduate (B.A. and B.S.) and graduate (M.B.A. and M.S.) program development; and coordinates overall administration of the departments of Accounting, Business Education and Office Systems Administration, Economics and Finance, Management and Marketing, the Small Business Institute, Small Business Development Center, and the Bureau of Business and Economic Research. The Dean is also responsible for the business program in Rochester and other off-campus business programs.

Winona State, a member of the Minnesota State University System, is a comprehensive regional institution. Enrollment is about 7,600 full- and partitime students. The University is situated in the beautiful Mississippi River community of Winona (population 30,000). The Rochester Center campus is located in Rochester, MN, home of the Mayo Clinic and IBM.

located in Rochester, MN, home of the Mayo Clinic and IBM.

The successful candidate must have an earned doctorate from an accredited graduate institution in one of the major disciplines represented in the College. Fie/she must have at least five years of successful experience in higher education, including both teaching and administration, and must demonstrate administrative skills in the areas of budgets and business procedures, personnel (preferably in a system with faculty collective bargaining), and alfitmative action practices. Additional requirements are a record of research and publication and other scholarly achievements, orientation toward outcomes indicators, ability to work cooperatively with faculty and other academic, administrative, and student affairs administrators, and ability in business and community relations and resources development.

Salary range is competitive, depending on qualifications and experience. Open until filled. Nominations must be postmarked by February 1, 1992. Screening of applications will begin February 21, 1992. Letter of Interest, résumé, and list of at least three references, with phone numbers and addresses, should be sent to: DEAN OF BUSINESS Search, Affirmative Action Office, P. O. Box 5838, Winona, MN 55987-5838.

Winona State University is an Equal Opportunity, Affirmative Action Employer. Women, minorities and disabled individuals are strongly encouraged to apply.



DEAN OF INSTRUCTIONAL SERVICES (DEADLINE EXTENDED) [Signal Peak or Apache Junction campus]. Essentials: Master's degree from a regionally accredited institution in an academic discipline, educational etiministration or public administration; teaching experience at a postsocondary institution and two years of supervisory experience at a postsocondary institution and two years of supervisory experience demonstrated discipline, educational and communication skills and a record of effective interaction with faculty and students; demonstrated knowledge in curriculum, instruction and the teaching/learning process; and must be willing to rolocate into area. Desirables: An earned doctorate; community college experience; department or division chair experience; and innovative instructional program development. Responsibilities: Under general supervision, coordinates direction and planning in the development and implementation of curriculum, educational and instructional programs on campus; works with faculty, staff and the District community to achieve the objectives of the College's mission. Selery: \$43,538-555,800 dependent on qualifications. APPLICATION DEADLINE: Jenuary 28, 1992. Approximate Starting Date: No later than July 1, 1992.

DIRECTOR OF INSTRUCTIONAL TELECOMMUNICATIONS & SUP-PORT SERVICES (District) (DEADLINE EXTENDED). Essentials: Master's degree from a regionally accredited insitution in instructional technology or telecommunications or related field plus two years of experience in modis production and distance learning or designing and using instructional medis; must be willing to relocate to the College district. Desirobles: Experience in management of distance learning; community college teaching experience and instructional supervisory experience. Salary: \$31,388-\$43,080. APPLICATION DEADLINE: Jenusry 28, 1092. Starting Date: March 1, 1992.

To apply for either of these positions, send letter of interest (state which campus you are interested in), résumé, list of three professional references with phone numbers, copies of official transcripts to: Office of Human Rosources, Central Arizona Collega, 8470 N. Overfield Road, Coolidgo, AZ 85228. Candidates are responsible for any expenses incurred for interview.



 ${f T}$ he most extensive listing anywhere of jobs available in higher education ---

every week in The Chronicle.



Scattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

ASSISTANT/ASSOCIATE DEAN SCHOOL OF EDUCATION

(Tenure Track Available)

Seattle University, a josuit institution founded in 1891, is the largest independent university in the Northwest with an enrollment of 4.778 students. The School of Education is one of six Schools/Cottages within the University. The School consists of five departments: Teacher Education, Administration and Adult Education, Educational Leadership (doctoral program), Counselor Preparation, and Curriculum and Instruction and the unit enrolls approximately 600 students pursuing graduate degrees and/or certification programs for leachers, counselors, school psychologists, principals, superintendents, administrators, and adult aducators.

The Assistant/Associate Dean will have primary responsibility for: academic and student support, student records coordination, program marketing and publications, scheduling and facilities management, and assisting the faculty in complying with University, state and accreditation standards.

The Assistant/Associate Donn works closely with the Donn and assists in representing the School to the external professional community and state agencies, in formulating strategic plans for the future, and in developing summer and off-campus programs.

Supervisory responsibilities include support and professional staff and possible oversight of one of the School's graduate program areas. Qualifications: An earned doctorate in Education or closely related field. Successful university teaching experience; successful leadership experience as faculty member, program coordinator/chair or assistant dean; excellent and and written communication skills and interpersonal skills; demonstrated ability to work as a part of the School of Education leadership team with Dean and Department Chairs; demonstrated commitment to both public and independent education and a value system computible with Scattle University's Catholic and Jesuit heritage.

Salary is compolitive and commonsurate with experience and qualifica-tions. Letters of application postmarked by February 10, 1992, will receive full consideration. To apply, send letter of application, vita, and names, addresses and telephone numbers of three current references to: Margaret M. Haggerty, Dean, School of Education, Seattle University, Seattle, Washington 98122.

Scattle University is an equal opportunity, aftermative ection employer.

Pennsylvania College of Technology PENN<u>STATE</u>

CHIEF CAMPUS OFFICER

Located in North Central PA, the Pennsylvania College of Located in North Central PA, the Pennsylvania College of Technology is a comprehensive two-year institution with a national reputation for the quality and diversity of its advanced and emerging technology programs. The college is a component of The Pennsylvania State University but maintains its own mission, goals and board of directors. We are currently seeking an Associate Dean for North Campus to serve as the Chief Campus Officer for our satellite campus in Wellsboro. PA. Campus enrollment is approximately 250 FTE, including many non-traditional students from surrounding rural communities. The North Campus offers programs in business, paralegal, human services, practical nursing, and liberal arts/transfer programs.

Minimum qualifications include a Master's degree in an area of teaching specialty at the North Campus, educational administration, or curriculum development; successful teaching experience; ability to develop and administer budgets; and a sensitivity to the expectations of students, faculty and staff. Must be self-motivated and presents alternative and leaders to administrative and leaders to a series of the se motivated and possess strong administrative and leadership skills. A Doctorate, experience and/or/coursework in curriculum development and evaluation, supervision and other relevant academic administrative areas, and successful marketing or public relations experience are desired. To start July 1, 1992.

Submit letter of application, resume and names, addresses and telephone numbers of three professional references to: Personnel-Services (18), Pennsylvania College of Technology, One College Avenue, Witliamsport, PA 17701. Deadline for applications is February 1, 1992, or until suitable candidate is identified. Salary is commensurate with credentials and established criteria.

An affirmative action/equal opportunity employer Women and minorities encouraged to apply.



sy 1, sno concentral specials to control ray, cholosy) with approximately 160 undergraduate majors and 40 graduate students. The Community: Natchitoches. founded by the French in 1714, is the oldest permanent settle ment in the Louisiana Parchase Territory. Today a modern city of about 25,000. Natchitoches still retains many traces of its ancient colonial heritage. The city is located about 45 miles northwest of Alexandra and 63 miles southeast of Shreveport. Louisiana's third targest city. It is a pictureque city with feativaly, cultural events, and numerous facilities for outdoor and water sports. Application: Send vita, immeripps, and 3 letters of recommendation tei. John M. Boutte, Ph.D., Psychology Department. Northwestern State University. Natchitoches, Louisiana 71497. Review of applications will begin November 1, 1991, and will continue until

mately 7,000. NSU has had an increase for each of the last seven consecutive semesters. The Programs: Degree programs include Bachelor of Arts, Bachelor of Science, Master of Science (Chincal Psychology), and Education Specialist (School Psychology) with approximately 160 undergraduate majors and 48 araduset standard response and 48 araduset standard physical specialist (School Psychology) at the rank of priegral/clinical psychology, at the mak of assistant professor to begin September. 1992. Candidates will participate in the development of a new major in psychology which emphasizes it applied aspects. Candidates must also be willing to develop. and teach courses within a new general education curriculum oriented toward professional majors in an interdisciplinary department stressing innoval we teaching. Teaching experience, publishing potential, and Pb.D. in psychology required. Candidates should submit a letter of application, curriculum vitae, and three letters of reference to: Dr. Estitor Barazzone, Vice President for Academic Affairs, Philadelphia, Pannaylvania 19144. Applications reviewed beginning February 17, 1992, until position is filled. An Affirmative Action, Equal Opportunity lexitation.





DEAN OF THE SCHOOL OF COMMUNICATIONS

The Peanselvania State University invites applications and nominators for the position of Dean of the School of Communications.

THE UNIVERSITY: Penn State is a kind-grant institution combling approximately (6),000 undergraduate students and 10,000 graduate students. The University is geographically distributed at 23 campus locations. The University offers a high quality undergraduate metricitorial program and at the same lime, is a premier research and graduate institution. The guiding principle for Penn State has been and continues to be to enhance its position among the under internationally recognized pulsific research universities.

THE SCHOOL: The School of Communications is committed to achieving national leadership among major public institutions of higher education. It provides graduate and undergraduate institutions and research opportunities to approximately 1,800 students on the University Park campus. It offers majors in Journalism, Mass Communications, Broadcast Cable, Advertising, and FilmWideo. The School's 57 headty are deducated to providing a range of filmWideo. The School provides general educationises and programs. In addition, the School provides general education courses for the entire University student body.

THE POSETICOS: The successful could be suit bear a few in the successful could be suit bear and the successful could be suit bear.

THE POSITION: The successful candidate will have a professional or distinguished scholarly record, he deeply committed to the value of a liberal education, and have the background, sensitivity and skill to work effectively with a diverse faculty, staff, students, alumni, and the University administration in the pursuit of excellence. More specifically, the search committee will evaluate each application according to the following criteria:

Appropriate academic redentials and a significant accord of professional and/or scholarly and research accomplishments commensurate with appointment as a termical full professor within the School.

Administrative experience and evidence of collegial leader-ship, management, and communication skills. Potential for securing outside financial support.

Commitment to the principles of freedom of expression and cultural diversity and an understanding of the University's

APPLICATIONS AND NOMINATIONS: The search committee will begin to review applications in mid-jamuary and continue to receive them until a candidate is selected. Nominations and applications, accompanied by a curriculum vitae and the names of four references, should be mailed to:

Dr. James C. Moeser, Chair School of Communications Search Committee The Pennsylvania State University 201 Old Mata, BOX CHE University Park, PA 16802

An Affirmative Action, Equal Opportunity Employer Women and Minorities Encouraged to Apply

UNIVERSITY OF NORTH TEXAS DEAN

COLLEGE OF ARTS AND SCIENCES

The University of North Texas is conducting a search to fill the position of Dean of the College of Arts and Sciences.

Dian of the College of Arts and Sciences.

The Dean is the chief academic and administrative officer of the College and reports to the Provest and Vice President for Academic Affairs. Applicants or numinees for this position should have an outstanding scholarly record appropriate for appointment at the rank of Professor in one of the departments in the College. Candidates should have a national reputation and the vision and creative ability to take advantage of opportunities available in local, national and international arenas. Candidates should have strong, interpersonal and communication skills, the ability to represent the College within the University and the professional community as well as to outside agencies and the general public. Prior administrative experience is required. Salary is nationally competitive.

The College of Arts and Sciences has approximately 10.001 students (16%). The College of Arts and Sciences has approximately 10,000 students (16% percent of whom are graduate students) enrolled in 20 departments. Degrees offered include the BA, BS, MA, MS, and Ph.D.

The University of North Texas is an emerging national research institution in the vibrant and rapidly expanding Dallas-Fort Worth metropolitan with 412 acre campus. Over 27,000 students, one-third of whom are graduate students are enrolled. The University offers 128 undergraduate and graduate najors and concentrations.

Review of applications will begin February 20, 1992. The search will continue until the position is filled. Each applicant should submit a professional résumé and the names and addresses of five references. Applications and nominations should be addressed to:

Chair, Search Committee for the Dean of the College of Arts and Sciences University of North Texas P. O. Box 1370/7 Denton, Texas 76203

The University of North Texas is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

issed below, sweesahi enaddates will be expected to: (1) organize and minintal an arothetive research moranni; (2) supervise and advise undergraduate attedents; and (3) sive on appropriate departmental and university committees. A completed application will include a letter of interest, curriculum vitas, and at least three letters of reference. The salaries for both positions are competitive and duties begin on August 20, 1992. Review of application materials will begin January 15, 1992. Sent all materials to Bandalf R. Kleinbesselink, h. D. Department of Psychology Search Committee, Washington State University at Vancouver, 1812 East McLoughill Boutevard, Vancouver, washington \$860.303-7. Post-fielt One: Assistant Professor—Clinical, Washington State University at Vancouver

Psychology: Washington State University (Vancouver Campus). Department of Psychology, two tenure-track positions at the Assistant Professor level. Washington State University is a commelment to undwire university and professor level. Washington State University system offering upper distance and independent of the university system offering upper distance university and university at Vancourer distance university at Vancourer university at Vancourer washington State University at Vancourer sor—Sensory/Physiologics/Experimental, Washington State University at Vancouver anticipates the libing of a senure track position beginning in the fall of 1992. The successful candidate must have an earned Ph.D. in Sensory, Physiological, or Experimental Psychology and a demonstrated ability to teach upper level undergraduate courses. In introductory and advanced physiological psychology, psychology of perception, bistory of psychology, statistics or experimental methods. Washington State University is an Equal Opportunity and Affirmative Action Employer. Women and affirmative Action Employer. Women and sminorities are encouraged to apply.



Winona State University

DEAN OF THE COLLEGE OF LIBERAL ARTS

Winona State University invites applications and nominations for the position of Dean of the College of Liberal Arts. The Dean is responsible to the Vice President for Academic Affairs: requires strong leadership abilities, along with the ability to manage the fiscal affairs of the college and to work with the faculty organization within a collective bargaining context. The Dean supervises the departments of Art, Communication Studies, English, Foreign Languages, History/Paralegal, Mass Communication, Music, Philosophy, Political Science, Psychology, Sociology/Social Work, and Theatre and Dance in addition to graduate programs in English and History, there are interdisciplinary programs in Public Administration and Social Science. Supervision is exercised over approximately 100 faculty.

Winona State, a member of the Minnesota State University System, is a comprehensive regional institution. Enrollment is about 7,600 full- and partitime students. The University is situated in the beautiful Mississippi River community of Winona (population 30,000). The Rochester Center campus is located in Rochester, MN, home of the Mayo Clinic and IBM.

The successful candidate must have an earned doctorate from an accredited graduate institution in one of the disciplines represented in the college; at least five years of successful experience in higher education, including both teaching and administration, demonstrated managerial skills in dealing with budgets and business procedures, affirmative action practices and personnel (preferably in a system with faculty collective bargaining); a record of research and publication and other scholarly achievements; an ability to work cooperatively with faculty and within other academic, administrative, and student affairs administrators and familiarity with outcome indicators.

Salary rapper (a competitive depending on qualifications and considerate.)

Salary range is competitive, depending on qualifications and experience. Open until filled. Nominations must be postmarked by February 1, 1992. Screening of applications will begin February 21, 1992.

Letter of Interest, resume, and three letters of reference should be sent to: DEAN OF LIBERAL ARTS Search, Affirmative Action Office, P. O. Box 5838, Winona, MN 55987-5838.

Winona State University is an Equal Opportunity, Affirmative Action Employer. Women, minorities and disabled individuals are strongly encouraged to apply.



ASSISTANT DEAN Kearney Division

The University of Nebraska Medical Center College of Nursing invites applications and nominations for the Assistant Dean of the Kearney Division. Twelve month appointment, tenure leading position with academic rank. The Assistant Dean is responsible to the Dean for the leadership of the College's Division located on the University of Nebraska-Kearney (UNK) campus in central Nebraska, 180 miles from the Medical Center Campus in Omaha. UNK serves more than 9,000 students in a community of approximately 25,000. This Assistant Dean will have on-site responsibility for approximately 15 FTE faculty and staff, 130 students, budget, facilities, and equipment. Telecommunications provide links to other divisions lucated in Omaha, Lincoln and Scottsbluff. There are opportunities for practice and research in rural nursing.

The College of Nursing offers baccalaureate, master's and Ph.D. programs in nursing. More than 900 students are enrolled in the four Divisions. The climate is supportive of research and scholarly activity with the Nurdient Nursing Research Center offering consultation and assistance. A rural family nurse practitioner program is planned for implementation in Kearney in the fall of 1992. Kearney has also been designated as a hub site for the Medical Center's interdisciplinary Rural Health Education Network.

Qualifications for the position include: doctorate in nursing or related area, master's in nursing, teaching experience at baccalaureate and/or graduate levels and evidence of research and scholarly productivity. Salary and rank commensurate with qualifications. Supplementary salary incentive for funded research offers potential for additional salary.

Candidates should submit a letter of application, curriculum vitae, and the Dr. Rosalee C. Yeaworth, Dean University of Nebraska Medical Center, College of Nursing 600 South 42nd Street, Omaha, NE 68198-5330

Review of applicants will begin lanuary 24, 1992, and continue until posi-tion is filled. The University of Nebraska Medical Center offers a competitive salary with excellent benefits and is an Equal Opportunity, Affirmative Action Employer.



Coverage of breaking news that affects higher education — from state capitals, academic conferences. and campuses throughout the country and the world --

every week in The Chronicle.

ASSISTANT DEAN Regional Campus

Kent State University Ashtabula Campus invites nominations and applications for the position of Assistant Dean. The Assistant Dean is responsible for academic affairs. including the planning and evaluation of academic programs, recruiting and assigning part-time faculty, course scheduling, faculty relations, program and faculty development, and assisting the Dean in matters of budget, laculy personnel management and campus operations.

One of seven regional campuses of Kent State University. the Campus is located in the City of Ashtabula on the shore of Lake Erie. The campus offers freshman, sophomore and a few upper-division and graduate education courses, associate degree programs in Business, Engineering and Computer Technologies, Human Services, Nursing and continuing education programs. Thirty-two full-time faculty are employed and the Fall 1991 enrollment was 1.020 students.

An earned doctorate as well as successful college teaching and administrative experience are required. This is a twelve-month appointment effective on or about July 1 1992. The Assistant Dean must qualify for a tenure-track faculty appointment and reside in the area served by the campus.

Salary and rank will be commensurate with qualifications. Application deadline: March 1, 1992.

Submit letter of application, vita, transcripts, and names and addresses of three references to:

> Dr. John K. Mahan, Dean Kent State University Ashtabula Campus 3325 W. 13th Street Ashtabula, OH 44004

Equal Opportunity/Affirmative Action Employer



University of Pittsburgh

invites nominations and applications for the position of

DEAN of the

School of Education

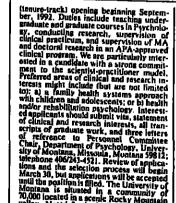
The School of Education offers graduate degree professional certification programs for 2,500 full- and part-time students, fosters an extensive education research agenda and maintains a network of service and outreach partnerships with regional, national and international educational agencies and institutions.

The Dean is the senior faculty member, auministrator and the academic officer of the School of Education, and reports to the Provost of the University. Candidates must have a doctorate, a distinguished record of research, scholarship, teaching and experience. They must be highly qualified for a tenured appointment, and have significant and successful administrative experience in a higher education or research institution and experience in or with the public schools. The position provides the opportunity for strong and imaginative leadership.

The initial screening of applicants will begin February 14, 1992 and will continue until the appointment is made. Nominations and letters of application, including résumé and the names, addresses and phone numbers of at least three references, should be sent to:

Dr. Alan Lesgold
Chair, Dean's Search Committee
Office of the Provost
801 Cathedral of Learning

The University of Missburgh is an Equal Opportunity Employer Women and minority group members are invited and encouraged to apply.



Psychology: Clinical Psychologist (Ph.D.)
Director of Clinical Training. The University of Montana Department of Psychology is opening a search for Director of Clinical Training for our APA-approved declaring registers in Clinical Psychology. The aspointment will the at the Associate level of above, to begin Full 1992. We are looking for an individual with good leadership skills and a democratic administrative style. Director of the psychology of the psychol recrease might include (but are not limited to): a) a family health systems approach with children and adolescents; or b) health and/or rehabilitation psychology. Interest and organized to a policiants should submit vita, statement of clinical and research interests, all transcripts of graduate work, and three letters of reference to Personnel Committee Chair, Department of Psychology, University of Montana, Missoula, Montana 59812; telephone 406/243-4521. Review of applications and the selection process will beain until the position is filled. The University of Montana is situated in a community of Montana is situated in a community of Montana is situated in a community of valley. Noted for its high quality of life. Missoula offers a variety of cultural, recrebulative and outdoor opportunities. The University of Montana is an Equal Opportunity, Affirmative Action Employer. Misportial and outdoor opportunities. The University of Montana is an Equal Opportunity, Affirmative Action Employer. Misportant of the process of the pro

BULLETIN BOARD: Positions available

OHIO College of Mathematical and Physical Sciences

> The Ohio State University Invites nominations and applications for the position of Dean of the College of Mathematical and Physical Sciences. The College has had a recent history if extraordinary success and growth. Currently the university ranks very near the top in the number of Presidential Young Investigator Awards held by members of its faculty. We seek an individual who will provide creative intellectual leadership necessary to continue our drive towards preeminence.

> Qualifications for the position include a distinguished scholarly record in research and teaching plus demonstrated leadership and administrative ability. Candidates must qualify for a tenured appointment as Professor in one of the departments of the College. The University has an aggressive affirmative action program and seeks an individual with a strong commitment to this concept. The Dean is the Chief Executive Officer of the College and reports to the Provost of the

The College consists of seven departments: Astronomy, Chemistry, Geodetic Science and Surveying, Geological Sciences, Mathematics, Physics, and Statistics. In addition, there are a number of cross-disciplinary degree programs, research centers and institutes. The College has a faculty of 250 and has an annual budget of \$65 million. The research infrastructure is enhanced by The Chio Supercomputer Center, located on campus, providing access to a CRAY-YMP for faculty, which and staff.

The position will be available July 1, 1992. Salary and other considerations will be consistent with the university's commitment to recruiting the best qualified individual. To assure full consideration, applications and nominations should be received by March 1, 1992. The Search Committee will begin acreening dosslers on that date and will continue to review applications until the Dean is selected.

Applications and nominations should be addressed to : Chairperson, CMPS Dean Search Committees, Office of Academic Affairs, 203 Bricker Hall, 190 North Oval Mail, Columbus, Ohio 43210

The Ohio State University is an equal opportunity, attimatives action employer.

University of Massachusetts at Amherst

DEAN OF THE COLLEGE OF ENGINEERING

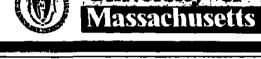
The University of Massachusetts invites applications and nominations for the position of Dean of the College of Engineering. The College of Engineering is comprised of 1,600 undergraduate and 600 graduate students in the Departments of Chemical, Clvit, Electrical and Computer, Industrial, and Mechanical Engineering, an off-campus MS in Engineering Management, and separately accredited MS programs in Environmental and Manufacturing Engineering. The 103 faculty are responsible for \$10,000,000 in sponsored research. The Engineering College recently opened a new research building and is computed to the contract of the contr pleting construction of a student center.

The Dean of Engineering reports to the Provost. The successful candidate must possess:

- An earned doctorate in engineering or science-related field
 A distinguished record as a scholar showing commitment to research and teaching
- Effective communication and interpersonal skills Success in obtaining research support from government and industry
- Ability and interest in fund-raising
- Commitment to increasing diversity among students, faculty and staff.

Salary commensurate with experience and qualifications. The position is available September, 1992; the Search Committee will begin reviewing applications in February, 1992 and will accept applications until the position is filled. Applicants should send a vitae and the names, addresses and telephone numbers of four references to: Professor Richard J. Giglio, Chair, Engineering Dean Search Committee, c/o Provost's Office, 362 Whitmore, The University of Massachusetts, Amherst, Massachusetts 01003. The University of Massachusetts is an Affirmative Action/Equal Opportunity Employer.





The University Of Alabama In Huntsville

DEAN OF THE LIBRARY

The University of Alabama in Huntsville invites applications and nominations for the position of the Dean of the Library. UAH is a doctoral-granling, comprehensive research institution enrolling 8,600 students. The Colleges of Administrative Science, Engineering, Liberal Arts, Nursing, and Science offer a variety of programs at the bachelor's and master's levels. Ph.D. programs are offered in science and engineering. Founded in the 1950s, UAH developed within the framework of a government-industry-community partnership that has generated a distinctive culture among institutions of higher education. Huntsville is a high-technology community located in the picturesque Tennessee Valley in the routhills of the Appalachian Monatains. The Library is an interval commoners of a larger removal information network serving a temessee variety in the modulus of the explanation includes the serving a lam integral component of a larger regional information network serving a community of scholars and research scientists.

The Dean of the Library reports directly to the Provost and is responsible for the administration of the main university fibrary and the downtown medical library of the School of Primary Medical Care. The collection approaches 390,000 volumes including 3,000 percubical subscriptions. The Dean has responsibility for collection development and management, planning and budgets, services and programs, and human resources. The Dean represents the Library to the University, to external professional constituencies, to local, state, and national agencies, and to the regional community.

Qualifications include a relevant advanced degree, and a Ph.D. would be desirable. Substantial experience in maccessful library administration is required with at least five years of experience in progressively more responsible positions, including budgetary and line responsibilities. Scholarly achievements appropriate for faculty apparatment at a senior level are required. The successful candidate must have excellent interpersonal skills and the ability to articulate the mission of the library effectively to diverse constituencies. The Dean will be expected to exercise innovative, creative, and energotic leadership in continuing to build a research library. The ability to cultivate public and private support for the library is essential.

Send résumé and names of at least three current references to

Office of the Provost Madison Hall 123 The University of Alabama in Huntsville Huntsville, AL 35899

Review of applications will begin February 15, 1992, and will conlinue until the position is filled. The University of Alabama in Huntsville is an Equal Opportunity, Affirmative Action Institution and particularly invites applications from women and minorities.

Montana is alturated in a community of 70,000 located in a scenic Rocky Mountain valley. Noted for its high quality of life, Missouls offers a variety of cultural and recreational opportunities. In addition, numerous outdoor activities are readily available such as filting, fishing, sking, huntans, and kayaking. The University of Montana is an Equal Opportunity, Affirmative Action Employer. Minorities and women are urged to apply.

Psychology: Distinctive undergraduate liberal arrivers/roomental college with 750 students seeks assistant professor for tenure-track position beginning September 1, 1992. Ph. D. in humanistic or developmental psychology. Excellent teaching and strong program coordination of covered psychology. Excellent teaching and strong program coordination of systems, physiological psychology, and others teaching to the major. Subrait letter of application, comprehensive resumed, three letters of reference written specifically for this position, systems experience, and a before writing sample by February 20, 1992, to Suc Cram, Human Resources Coordinator, Northland College, 1611 Ellis Avenue, Ashland, Wisconsin 54806. AA/

State University of New Jertes: Senior Psychologist Profesor to direct doctoral program in organizational behavior, including teaching, practicum supervision, and research. Extensive experience and distinctive research record with minority populations in organizational settings and with schools and school administrators. Review of applications begins immediately. Position commences September, 1992. Send curriculum vita and addresses of firee references to. Dr. Kenneth Schnetder, Chalrerences to. Dr. Kenneth Schnetder, Chalrerences and profesor of Applied Psychologica.

and psychology. Excellent teaching and capolines expected. Courses include general psychology, history and systems, psychology, bistory and systems, psychology, and other leading to the major. Submit letter of application, comprehensive resume, three letters of reference written specifically for this position, evidence of teaching excellence, and a brief writing sample by February 20, ordinator. Northinad College, [411 Ellis Coll.

Psychology, Rujing and College, [411 Ellis Coll.

Psychology, The Department of Applied Psychology, Graduate School of Applied and Professional Psychology, Rujizerv, the Asheville area includes 170,000 people in a

Dean, College of Liberal Arts

Nominations and applications are invited in the search for the position of Dean of the College of Liberal Arts at Aubum University, a land-grant university of 21,700 students. The College consists of the departments of Communication Disorders; English; Foreign Languages; Geography; History; Journalism; Philosophy; Political Science; Psychology; Religion; Sociology, Anthropology and Social Work; Communication; and the School of Fine Arts with departments of Art, Music, and Theatre. The College has a faculty of approximately 300; it enrolls 4200 undergraduate majors and 375 graduate students in 23 M.A., M.S. and Specialist/Professional programs, and doctoral programs in English, History, Psychology and Public Administration.

The faculty is committed to excellence in teaching and research/creative activi-

AUBURN UNIVERSITY

The faculty is committed to excellence in teaching and research/creative activity. The Dean is expected to bring strong interpersonal skills to provide creative leadership in the developing and strengthening of the programs in the College. The Dean must possess an earned terminal degree in one of the fields of the College. The Dean is the chief academic and administrative officer of the College and reports directly to the Vice President for Academic Affairs.

- QUALIFICATIONS DESIRED
- Record of excellence in teaching and research/creative activity
 Successful academic administrative experience
 Experience in developing extramural resources
 Commitment to faculty paralcipation in university governance
 Commitment to Affirmative Action/Equal Employment Opportunity
 The salary and starting date are negotiable. Applications or nominations should be submitted to:

Dr. Richard Kunkel Chair, Search Committee 3084 Haley Center Auburn University, AL 36849-5218

Applications should include a letter of interest addressing special qualifica-tions and a résumé, plus a list of five current references. The Committee will begin its review of applications Pebruary 1, 1992 and will continue until position is filled.

AUBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.



Lists of the latest books of interest to Academe scholarly books and books about higher education ---

every week in The Chronicle.

DEAN **HOWARD UNIVERSITY** SCHOOL OF DIVINITY

Located in the Nation's Capital, Howard University is an historically black institution with a significant international constituency. The University has 17 Colleges and Schools with a combined student enrollment of 12,500. The School of Divinity is among the oldest units of the University and is a fully accredited post-baccateurests theological professional school with a student enrollment of 250 men and women, a full-time faculty of 12, which is augmented by a heavy complement of adjunct, instructors, and a strong administrative support staff. It is altusted on its own 22 acre campus with lovely grounds and compilely modernized facilities in Northeast Washington. The School offers three academic degrees, viz. the D.Min., the M.Div., and the M.A. in Religious Studies.

Responsibilities and Duties:

The Dean is the principal executive officer for the School and the Chair of the Divinity School faculty; the Dean reports directly to the Vice President for Academic Affairs and is a member of the Council of Deans as chaired by President of the University. The Dean has the general responsibility for supervising all academic, administrative, and fund raising programs of the School in addition to providing routine oversight for all personnel, it is the duty of the Dean to encourage excellence in teaching and research, while enhancing opportunities for spiritual formation and community service. Candidates should show a commitment to developing an even stronger national reputashow a commitment to developing an even stronger national reputa-tion for the School so that the institution can continue its growth

Candidates for the position must hold the Ph.D. or equivalent and meet the requisites for appointment at the minimum rank of Associate Professor. He or she must have demonstrated evidence of solid teaching, research, and administrative experience. Applicants must also have proven competencies in working with diverse church communities; experience with African American communities is highly desired. Applicants must be fully committed to preparing a broad range of students for a variety of ministries. Candidates must have a good record in creative approaches to fund raising and other areas of institutional development.

Howard University is an Equal Opportunity Employer, wheel chair

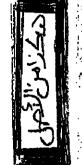
Interested persons are invited to send a curriculum vitae with four references (names, addresses and phone only) to Dr. Cain Hope Felder, Chair, The Committee, Howard University School of Divinity, 1400 Shephard Street, N.E., Washington, D.C. 20017. The deadline for all applications is February 1, 1992.

scenic four-season mountain region. Com-plete applications received by February 15, 1992, will receive full consideration. Send complete application including a brief statement of interest and teaching philoso-phy, vira, three letters of reference and re-prints or other supporting materials to: Dr. Allian Combs. Department of Psychology, University of North Carollon at Asheville, Asheville, North Carollon 2804-3299, An Affirmative Action. Equal Opportunity Employer.

Psychology: Experimental Psychologist—Obto Westevan University. The Department of Psychology invites applications for a tenue-track position in Experimental Psychology/Learning and Motivation involving the teaching of undergraduate courses in the teaching sychology including Research Methods, Learning and Motivation, and the Department's introductory psychology course. Other teaching responsibilities may include courses in quantitative methods, the history of psychology, psychopharmacology, animal behavior, memory or other courses in the candidate's specialization area. A Ph.D. in experimental psychology is required; postdectoral research experience and evidence of teaching expertise are preferred. Involving undergratuates in applicant's laboratory research is important. Candidates about a submit a letter of application indicating area of specialization, a curriculum vitae, a

stategment or research interest, a sample of research papers, and the names of three references to Dr. David Robbins, Chalperson, Department of Psychology, Ohio Wesleyan University, Delaware, Ohio 43015, Apolication deadline is March 9th. Ohio Wesleyan University is an equal opportably, affirmative action employer.

Psychology: Pacific University Invites ap-plications for a full time, requestrack ap-polariment in clinical/absormal revelopes pointment in clinical/shorman mychology at the assistant professor level, beginning August 1992. Teaching duties include introductory psychology, upper division courses in abnormal psychology, clinical and ecosmelius, and physiological naychology. In addition to normal teaching and activating the mychology in addition to normal teaching and activating the projects. There is also a passibility the selected candidate will undertake some teaching in the Oraduste School of Professional Psychology. Ph.D. required. The successful applicant must have a strong commitment to indeprendunts teaching at a selective private there are university. Please send letters of application, vitage and/or piscement file, and three letters of recommendation by February 14 to: Professor Marshall M. Lee, Chair, Social Geyrence Division, Pacific University is an EOE.



UNIVERSITY OF WYOMING

DEAN

COLLEGE OF BUSINESS

The University of Wyoming invites nominations and applications for the position of dean of the College of Business.

The Position of dean of the College of Business.

The Position. The dean reports to the provost and is responsible for managing, promoting, and developing educational, research, public service, external affairs, and fund-raising programs of the College of Business. External emphases of the position are increasing the level of external funding, dealing with diverse constituencies, delivery of off-campus programs, and retaining AACSB accreditation. Internal emphases include implementing the recently completed college mission vialement, providing leadership in the leaching, research, and service domains of the college, and working effectively with the university's central administration.

administration.

The College. The college consists of three departments: accounting, economics and finance, and management and marketing. The college offers and MBA. M.S. degrees in economics and finance, and the Ph.D. degree in economics. The college holds AACSB accreditation for its business programs at the bachelor's and master's level. Fifty-nine faculty positions serve approximately 1.200 majors in both on- and off-campus programs. A Business Advisory Council, composed of prominent business persons in the region, promotes and advises the college.

The University. The University of Wyoming is a land-grant Research II University. The university offers over 100 bachelor's, 70 master's, and 40 doctorate degrees. Over 10,000 students altend the main campus in Laramie, and additional students take course work across the state. The university is the only four-year, degree-granting institution of Wyoming.

The Area. Laramie, Wyoming is located on a high plain between two mountain ranges 130 miles north of Denver. The community offers excellent public schools, a very low crime rate, over 300 days of sunshine annually, and abundant year-round outdoor recreation opportunities.

Qualifications. Candidates must have a record of scholarly achieve-

annually, and abundant year-round outdoor recreation opportunities.

Qualifications. Candidates must have a record of scholarly achievement worthy of the rank of professor in one of the departments in the college. While a doctorate is preferred, consideration will be given to other candidates who have a strong record of achievement in business or government and significant experience with academic organizations. Evidence of communication, leadership, and collegial management stills is essential. The proven ability to develop and maintain open and effective working relationships with a variety of on- and off-campus groups is necessary. Experience in university administration or a high-level managerial position is required. Evidence of the ability to to external fund raising is also required. Candidates must be sensitive to cultural diversity, equal opportunity, and affirmative action.

Application/Namination. Applications must be received by March 1.

Application/Nomination. Applications must be received by March 1, 1992. However, the search will continue until an acceptable candidate is

Applications should include a cover letter and a vita. Applicants should have letters sent from four professional references. All materials should be addressed to Ken Criffin, Chair, College of Business Dean's Search Committee, P. O. Box 3302, University of Wyoming, Laramie, WY 82071; (fax: (307) 766-2606).

The University of Wyoming is an equal opportunity, affirmative action employer. We encourage applications from women and members of minority groups.

DEAN

Camden College of Arts and Sciences and University College

Rutgers—The State University of New Jersey at Camden invites nominations and applications for the position of Dean of Camden College of Aris & Sciences and University College. Reporting to the Provost of the Camden Campus, the Dean has fiscal responsibility for a budget of approximately \$10 million and a full-time faculty of 156 in 27 major programs. Undergraduate enroltment numbers approximately 3,800 students, which includes about 2,800 full-time students and 1,000 part-time students. A majority of part-time students are enrolled in University College, an evening college which serves a large nontraditional population. Approximately 15% of the student body resides on campus.

Qualifications: Applicants for the position must hold an earned doctorate in an appropriate discipline, have significant teaching and administrative experience as well as a record of outstanding scholarly achievement commensurate with appointment as a full professor in the Rutgers University system. The Dean is responsible for providing visionary leadership in all areas of academic life.

The Campus: Rutgers-Camden is part of a multi-campus state university with locations in Camden, Newark and New Brunswick. The Camden Campus enrols approximately 5,700 students in the College of Arts and Sciences, University College, School of Business, School of Law and the Craduate School.

Nominations and applications (including curriculum vitae and the names, addresses and telephone numbers of five references) should be submitted by 15 february 1992 to:

Professor H. Lee, Chairman Dean's Search Committee c/o Office of the Provost Rutgers University, Camden, NJ 08102

Psychology: Chairperson, Department of Psychology. Southeast Missouri State University levites, applications for a full-lime position of Faculty and Chairperson of the Department of Psychology, which has a dynamic Socialy of 14 full-time teachers/schology and nearly 300 undergraduste rescaled or Full Professor; six fours per semester teaching load; competitive stary and benefits. The Chairperson's term is indicated by the season of verity levites, applications for a full-time position of Faculty and Chaipperson of the Department of Psychology, which has a dynamic faculty of 14 full-time teachers/scholags and nearly 500 undergraduate matchings and nearly 500 undergraduate matchings and teachers of Full Professor; at hours per sensester teaching load; competitive satery and benefits. The Chairperson's term is full-timely for three years and renowable, with a attend for administrative duties during the accidental year and summer and additional situator compensation. Requirements include a Ph.D. in Psychology; they understood additional administrative experience; effective student advintage; excellent college teaching; extensive record of professional activity and one come research; strong leadership childry. The area of specialization is open, bough the preferred primary teaching area is experimental psychology. Skills in grant development desirable, Position begins not



ASSOCIATE DEAN OF INSTRUCTION For Instructional Support Services

West Campus

The Associate Dean of Instruction plans, directs and reviews the efficient assertices of an academic divisions, coordinates assigned activities with other College Divisions, Departments and campuses and outside agencies; and provides highly responsible and complex administrative support to the Dean of Instruction.

REQUIREMENTS: Equivalent to a Master's degree from an accredited college or university will major course vork in education, business or public administration, or a related field. Five (5) years of increasingly responsible experience will responsible to (2) years of increasingly responsible experience evil responsibility for academic and instructional programs in an administrative capacity including at least two (2) years of experience full-time preferred; in teaching and/or counseling at a post-secondary level. Possession of/or cligible for an appropriate Teaching Certification from the State Board of Directors for Community Colleges of Artzona. Experience working in a diverse, multicultural community college setting is preferred.

Knowledge of organizational and management practices as applied to the planning, analysis and evaluation of programs, politices and operational needs. Principles and practices of budget preparation and administration. Principles of supervision, training and performance evaluation. Perilinoit Federal, State, and local laws, codes and regulations Principles and procedures of academic and instructional program development and instructional leaching strategies. Current trends, research and development in the area of assignment. Principles and practices of curriculum development and instructional leaching strategies. Current trends, research and development in the area of assignment.

the area of assignment.

Ability to interpret and apply College goals, objectives, policies, procedures, rules and regulations. Analyze problems, theritly alternative solutions, project consequences of proposed actions and implement recommendations in support of goals. Select, supervise, tail and evaluate assigned stall. Encit they direct the provisions of the academic area to which assigned in support of the College departments, schools and programs. Prepare and analyze administrative and stallistical reports, statements and correspondence. Gain cooperation through discussion and persuasion. Interpret and apply Federal, State and for all politicis, procedures, have and regulations. Oversee the preparation and administration of an academic division budget, identity and respond to public and Board of Governors issues and concerns. Cummunicate clearly and cuncisely, both orally and in writing. Establish and maintain cooperative working relationships with all groups within a diverse multicultural college and community.

Review of applications will commence on February 5. 1992 and will continue until the position is filled. To be considered, a completed Pima Community College application, a résund, unalificial transcripts and the names of three (1) current references must be submitted, Failure to complete the application requirements will result in elimination of candidacy. All official documents must be submitted to: PIMA COUNTY COMMUNITY COLLEGE DISTRICT

ployment/Human Resources P. O. Box 3010 Tucsion, AZ 85702-3010 (602) 884-6624

MIDWESTERN STATE UNIVERSITY **Dean of Students**

reas of responsibility include supervision of the directors for student housing, developmental programs Greek organizations, student center operation international student programs and student discipline. Other areas include student orientation, preparation and administration of annual budgets and various student recognition programs. The Dean of Students reports to the Vice President for Student and Administrative Services.

Applicants must be well versed in principles and practices of student personnel administration in higher education, possess a doctoral degree in higher education administration or a related field, recent university experience in student services and extensive experience in planning an implementation of these programs. Applicants must have high professional standards, strong communication skills and evidence of success in working with students and colleagues.

Salary is \$48,000 annually with excellent fringe benefits. A letter o polication with resume should be sent to Dr. Howard M. Farrell, V.P. Student & Administrative Services, Midwestern State University, 3400 Taft Boulevard, Wichita Falls, Texas 76308-2099. Applicants should also be prepared to submit three letters of recomme equest. Application deadline is January 24, 1992. Female and Minority pplicants are encouraged to apply.

Midwestern State University has an enrollment of 5,600 students and is located in Wichita Falls, Texas, a city of 100,000. The Dallas-Ft. Worth metroplex is 130 miles to the south and Oklahoma City is 150 niles to the north. Nine academic divisions offer degrees at the ssociate, baccalaureate and masters levels.

Equal Opportunity/Affirmative Action Employer



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe --

every week in The Chronicle.

DEAN Regional Campus State University



Kent State University invites nominations and applications for the position of Dean of its Geauga Campus. The Campus is one of the seven Kent regional campuses in northeast Ohio which comprise a system enrolling nearly 9,000 students. The University is fully accredited, as a system, by the North Central Association of Colleges and Universities. The Campus is located in Burton, about thirty miles from Cleveland, with easy access to urban, suburban, and rural areas.

Enrollment in the Fall 1991 was 634 students with an FTE of 313. The student profile is similar to that of a small suburban community college. Academic programs include freshman and sophomore baccalaureate courses, and associate degrees in business management, computer technologies, and technical studies. The Campus offers training for area business and industry and provides the usual student support services, student life programs and developmental education courses.

The Dean is the chief executive officer for the Campus and reports directly to the Vice Provost for Regional Campuses. The Dean has broad responsibilities for academic and administrative leadership, financial management, planning, personnel actions and all other aspects of campus operations. The Dean is the University's representative to the community.

An earned doctorate, successful prior college teaching, and administrative experience is required for this position. Preference will be given to applicants with experience in institutions offering both freshman and sophomore liberal arts courses and associate degrees in business and computer technology. The Dean should be eligible for tenure-track appointment as a University faculty member and is expected to reside in the community.

This 12-month appointment will be made on or about August 1, 1992. Salary and rank are commensurate with qualifications. Application deadline: February 15, 1992. Nominations and applications should be sent to the following address, and applications should include a letter, vita, transcripts and names and addresses of three references:

Dr. Shirley Barton Assistant Dean for Ácademic Affairs & Director of Two-Year Technical Programs Regional Campuses
Kent State University P.O. Box 5190

Kent, OH 44242 0001 Equal Opportunity/Affirmative Action Employe

KALAMAZOO COLLEGE

Dean of Chapel

Kalamazoo College re-opens its scarch for a Dean of the Chapel. Reporting directly to the President, the Dean serves as pastor to the campus community. Specific responsibilities include Friday morning chapel hour programs, special liturgical services, Colege-wide convocations, supervision of and support to campus religious activities and organizations, leadership of study and service groups, and personal campusition with service groups, and personal counseling in conperation with other on-campus and off-campus resources. Additionally, the Dean chairs the faculty Forum Committee and the College's Liberal Arts Colloquium, an extensive program of lectures, con certs and special events. Some classroom teaching is desirable

Although a Ph.D. is not mandatory, relevant academic preparation, professional credentials and ministerial experience are required. The successful candidate must appreciate, support and represent an informed and open theological perspective consistent with the historic mission of a Prostestant-founded liberal arts college.

The desired beginning date is September 7, 1992. Applications received by January 24, 1992, will be assured of full consideration, but the search will remain open until the position is filled. Send letter of application, resume, and the names of three references.



Dr. Lawrence D. Bryan Kalamazoo College 1200 Academy Street Hamazoo, Michigan 49007

Women and minorities are encouraged to apply *********

required. Send cover letter, vita, fran-scripts, and names of 3 references to Dr. Donald Rominger, Jr., Vice President/ Dean of the Faculty, Kansas Westeyan University, 100 East Claffin Drive, Salina, Kansas 67401-6196, EOE.

Psychology/Education: Instructor of Psychology and Education. Requires a Master's degree in Psychology or closely related distribute; preparation to the level of a doctorate or recant ABD is preferred. Saisty: \$27,809.534,000 (9 month/year, probatiomary, faculty appointment). Position will begin September, 1992. Complete application file required by February 28, 1992. For required spolication and further information. contact Department of Human Resources, Central Orean Community College, 2600 Monthwest College Way, Rend, Oregon 97701; 503/383-5513. EEO/AA.

ing Position American/State/Local Government, Public Administration, Political Princes, Comparative and International Editions, and Micro-Macro Economics. Publications preferred. Qualifications: Publications preferred. Qualifications: Publications preferred. Qualifications: Publications Special information: The Fuders Government requires that every infortion thirds since May 31, 1987 compute Forally. This requirement is in response in the Immigration Reform and Courted Act of 1986. Form 1-9 has been developed to refry that persons are elimbte to work in the United States. Persons interested in the above position should submit a risual along with a letter of application to Dr. David Stratmon, Chair, Division of Social Science; Rust College; Holly Springs, singled 38635, Closina date for receipt applications: When search finds right person Rust College is an Equal Opportunity. Aftermative Action Employer.

SOUTH DAKOTA STATE UNIVERSITY

Dean of College of Arts and Science

South Dakota State University invites applications and nominations for Dean of the College of Aris and Science, a 12-month position, with a starting date of July 1, 1992. Salary is negotiable.

starting date of July 1, 1992. Salary is negotiative.

The Dean is the chief administrative and academic officer of the College of Arts and Science which is comprised of fifteen departments: Aerospace Studies; Chemistry; Communication Studies and Theater; English; Foreign Languages; Geography; Health, Physical Education and Recreation; History; Journalism and Mass Communication; Milliary Science; Music; Philosophy and Religion; Political Science; Psychology; and Visual Arts. Approximately 2300 students are pursuing majors within the College. There are 127 full- and part-time faculty along with 42 staff members providing teaching and administrative support.

members providing teaching and administrative support.

The Dean reports to the Vice President for Academic Affairs and is a member of the Academic Council. Major responsibilities include: translating the mission and goals of the College into effective teaching, research, service, and outreach; developing the College budget; allocating and supervising the disbursement of College funds; providing leadership in faculty development; recommending faculty promotions, retention, and salary adjustments; representing and promoting the College in its relation with other entities of the University, the community, the state, the alumni, and professional organizations; endorsing graduate and undergraduate curricular proposals; and working effectively with members of the academic community and a variety of off-campus

groups.

Required qualifications include: earned Ph.D. or equivalent from an accredited institution in a discipline appropriate to the College; ten years of relevant full-time experience in higher education; record of successful achievement in university or college teaching, scholarly activity, and service; strong commitment to undergraduate and graduate education; demonstrated commitment to affirmative action and diversity; record of successful administrative experience in higher education; experience in budget preparation and allocation; ability to understand and promote diverse academic disciplines and philosophiles; and effective oral, written, and interpersonal communication skills.

Desired qualifications include: evidence of innovative administration; knowledge of and interest in current issues of arts and science and higher education; understanding of the mission of a land grant institution; and ability and desire to promote South Dakota State University and the College of Arts and Science.

Detailed position description available. Inquiries, nominations, and letters of application should be directed to: Arts and Science Dean Search Committee, Attention: Dr. Leon Rancy, Chairperson, Box 2115, South Dakota State University, Brookings, South Dakota 57007; phone (605) 688-5106, FAX (605) 688-6133.

Applicants should forward a letter of application addressing the above qualification requirements and a curriculum vitae. Three current letters of reference should be sent directly to the Search Cumulitee. Duadline for application is January 31, 1992 or until a suitable candidate is found. South Dakota State University is an Affirmative Action, Equal Opportunity Employer. Women, minorities, and differently abled are encouraged to apply.

University of Colorado at Denver **COLLEGE OF BUSINESS DEAN**

The University of Colorado at Denver invites applications and iominations for the position of Dean of the College of Business and Administration and the Graduate School of Business to assume duties

The preferred candidate should have demonstrated:

- effective leadership relevant to an urban business college: significant experience with and appreciation of academic processes
- an understanding of the roles of research and teaching in the
- university setting: success in developing relations with community, industry, and
- funding agencies; and I the capability to communicate and work well with diverse campus

The University of Colorado at Denver is located on a beautiful urban campus and was recently ranked academically as one of the best regional universities in the West. It is composed of seven colleges and schools enrolling over 10,000 students. The College of Business comprises 45 faculty who have achieved a distinguised research and publication record, has the largest AACSB accredited graduate program in Colorado, and serves over 2,400 undergraduate and

Consideration of completed applications will begin on 5 February 1992 and continue until the position is filled. Applicants and nominators should submit a letter summarizing qualifications; a current vita: and the names, addresses, and telephone numbers of five references to Deun Emeritus Paul Bartlett, Chair: College of Business Dean Search Committee: University of Colorado at Denver, Campus Box 137: P.O. Box 173364; Denver, CO 80217-3364

The University of Colorado at Denver is strongly committed to enhancing the diversity of its faculty and staff and invites and encourages nominations of and applications from women and members of ethnic minority groups.

Publications Managements Publications 11sterior. Broome Continuity College is receive. Bosome Continuity College is looking for a dynamic, treative, hands are person to design and curedinate all College publications for a superson manufacture and layout, and continuition with printers. In addition, equal to desking with printers. In addition, equal to desking with printers. In addition, equal to desking with printers in additional staff, manage the activities and budget of the office, and supervise Lampus displicating center. Repute its Nice President for Institutional Advancement. Resident shalls: electronic publishing experience; design, layout, writing, editing abilities; illestrations; experience with printers

and punting terminologies; budget skills and ablines to work within deadlines; familiarity with College setting. Bachelu's degree recurred. Master's preferred. Two years expensive, references, and confolio of past with required. Salary \$30,001 annual. Application accepted until posteron fitted, in order to esture full consideration application of interest, resume and the names, addresses and phone numbers of three references to Elizabeth A. Wood-Homan Resources (fifteer, Broome Community College, P. O. Box 1017, Birghamton, New York 13902, BCC specifically naviets and encourages applications from women and minorities. AA/EOE.



Administrative Position Dean of Learning Resources **Utah State University**

Administers and coordinates the University's libraries, telecommunication, publication, photo, telephone, and computer services. Reports administratively to the University Provost. Responsibilities include: facilitating and administering the development of university libraries and telecommunication technologies and resources, administering budgets, policies and soliciting support for development of library and information technology service; providing leadership in the further developmen of distance education services and facilities. Qualifications include: earned doctorate; experience in learning resource related programs and university administra-tion; ability to manage budgets and coordinate a diverse and complex management structure; effectiveness in working with others. Applicants should submit a letter of application stating goals and philosophies applicable to this position, a current résumé, and the names, addresses, and phone numbers of five references to Dr. John R. Cragun, Chair, Search and Screening Committee, Utah State University, Logan, Utah 84322-3555; phone (801) 750-2271. Additional information of a full position annual programment is explicitly upon request. nouncement is available upon request. Review of appli-cations will begin February 29, 1992 and will continue until an acceptable candidate is selected.

USU is an AA/EO employer; women and minorities are strongly encouraged to apply.

VANDERBILT UNIVERSITY Dean. Blair School of Music

Vanderbilt University invites applications and nominations for the position of Dean, Biair School of Music.

tion of Dean, Blair School of Music.

Reporting directly to the Provost, the Dean is the chief administrative officer for the school with the responsibility of fostering an environment which will advance the growth of a young program within one of the nation's premier universities. In that context the search committee seeks candidates of national stature who have demonstrated a commitment to excellence in music, broad skills in the development of material resources, qualities of feadership which will enhance the school's stature, and skills in interpersonal relations and communications. Candidates are expected to have professional credentials and qualifications equal to those normally expected for appointment as full professor.

Blair School of Music is the name of Vanderbit's ten schools A degree

expected for appointment as full professor.

Blair School of Music is the newest of Vanderbit's ten schools. A degree program initiated in 1986 now enrols 105 majors pursuing the B.Mus. in performance, composition, or musical arts. In addition, Blair serves the entire university with undergraduate curricula leading to the B.S. in music and minors in music and music history. The faculty consists of 30 full-time and 39 adjunct faculty.

Vanderbilt is a comprehensive university with an established reputation for excellence in teaching and research, and enrolls approximately 5000 undergraduate and 4000 graduate students.

Applications should include a letter of interest, a curriculum vitae, and the names, addresses, and telephone numbers of five references. Please send applications by January 25, 1992 to:

Christian Teal, Chair Blair School of Music Dean Search Committee Office of the Provost 221 Kirland Hall Vanderbit University Vanderbill University Nashville, TN 37240 FAX No. (615) 322-7629

Vanderbilt University is an Equal Opportunity, Affirmative Action University, Qualified women and minorities are especially encouraged to apply.



Coverage of breaking news that affects higher ication—from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.



DEAN **COLLEGE OF EDUCATION**

University of Central Florida

The University of Central Florida invites applications and nominations for the position of Dean of the College of Education. The University has a strong institutional commitment to the principle of diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals. The Dean is responsible for providing collaborative, intellectual, curricular, and discal leadership for the callege. Reporting to the Provost, the Dean represents the College to the campus, the State of Florida, and regional and national organizations.

The University: The University of Central Florida, a comprehensive metropolitan university located in Orlando, Florida, is the academic core for the cultural and entertainment nucleus of the state. The Orlando area is home to the Florida Symphony Orchestra, the Winter Park Arts Festival, the Orlando Opera, Walt Disney World, the Orlando Magic professional backethall team, and Universal Studios. The lastest growing campus in the Florida State System, UCF enrolls over 22,000 undergraduate and graduate students on its main compus and its two area campuses at Cocoa and Daytona Beach. The University's thriving research park collaborates with NASA, the armed forces, and major corporations.

major corporations.

The College The College of Education is an NCATE-accredited, comprehensive professional college with 28 degree programs at the baccalcureate, master's, specialist, and doctoral levels. The College has on its main campus and two areas campuses 92 full-time faculty and over 3,600 majors in four academic departments: Instructional Programs, Educational Foundations, Educational Services, and Exceptional and Physical Education. The College is in an exciting period of curricular reform and is dedicated to improving collaborative efforts with schools and programs in the UCF Service Area, including one of the largest school districts in the country. The College's Center for Research generated four million dollars in research grants this past year with sizable grants to AIDS Education and Instructional Technology.

The Position: The successful candidate should passess exemplary experience as a teacher and scholar that meets the standards for a tenured appointment at the rank of Professor within one of the College's departments, a successful record of administrative leadership, a commitment to shared decision-making, and demonstrated colleges and professor with a successful record of administrative leadership. iboration with schools and agencies.

Starting date for the position is July 1, 1982. Formal review of candidates will begin on February 7, 1982 and will continue until the position is filled. Complete applications should include: a letter describing the candidate's record of accomplishments, a current curriculum vitae, and the names, addresses, and telephone numbers of at least three references. Address nominations, applications, and inquires to:

Edward P. Sheridan
Dean, College of Arts and Sciences
Search Committee Chair
511 HFA
University of Central Florida
Orlando, Florida 22818-2340
Telephone: 407/823-2251
Fax: 407/823-5158

The University of Central Florida is dedicated to equity of opportunity within its community. Accordingly, UCF does not practice or condone discrimination in any form against students, employees, or applicants on the grounds of race, color, national origin, religion, sex, age, hadloop, or veteran's status. As an agency of the State of Florida, UCF makes all materials available for public review.



DEAN OF INSTRUCTION

Tillamook Bay Community College

Tilamook Bay Community College re-opens its search for Dean of instruction. Reporting directly to the President, the Dean is responsible for the developme direction of all instructional areas within this young and growing college. Qualifications: Candidates must possess a Master's degree from an accredited insti-bution; must have community college teaching and administrative experience; must possess strong leadership and communication skills. Salary: The recruitment range is \$36,700-\$40,462.

The College: Tillamook Bay Community College offers a variety of programs including college transfer, vocational education, developmental education, and community education, over 2,000 individuals attend classes each year, with an annual FTE of 300. The majority of the faculty is part-time.

The Community: Tilamook County is pleasantly influenced by 50 miles of coastine and a year-round moderate climate. The rural community of 21,500 is favorably located 75 miles from Portland, Oregon. The recreational, cultural and community opportunities abound.

Application Procedures Please send letter summarizing qualifications, a current vita, and at least 3 current letters of recommendation by January 31, 1992 to: Dean Search Committee Tiliamook Bay Community College 6385 Tiliamook Avenue

Bay City, Oregon 97107 Tilemook Bay Community College is an AMEO Employer.

Public Relations: instructor or Assistant Professor; full-lime, non-tenure track, 10-month appointment, renewable; begin August 24, 1992. Master's in Journalism or Mass Communication required; Ph.D. or AHD and teaching appenence preferred. Teach introductory courses; 4 courses per semester, other duties minimal. Areas of specialization required: public relations/advertising technique courses and campaign management; expentite in communication law belpful. Salary and benefits compositions.

Date of Appointment july 1, 1992 or sooner.



School of Engineering

The University of Dayton Invites applications and ironinations for the position of Dean of the School of Engineering, Dean Cortlon A. Sargent has been named Vice-President for Graduate Studies and Research and Dean

of Cardinate Studies effective July 1, 1991. The University is seeking to till this position by July 1, 1992. The University: The University of Dayton, a Catholic co-educational abilitation hamsled by the Society of Mary the Marlamets) in 1850, offers a wirde variety of undergrathate programs as well as numerous master and several doctoral programs. The university enrollment of nearly 11,000 students includes over 6,000 foll-time undergraduates. The University of Daylon is the largest independent university in the State of Ohio and the north largest Catholic university in the nation. The University has a Research institute with four bundred members and is among the top ten tongesties in fieldfully suggested remarks and is among the top ten tongesties in fieldfully suggested. towerships on technally sponsored research with annual research of approximately \$15 million. The Air Force technology laboratories, a major sumre of research funding, are focated at Wright-Patterson Air Force Base. source of reason infonding, are focuted at Wright-Patterson Air Force Base in Daylon, Ohio. The University's 80-acre campus offers a rich living and learning environment to as essentially residential student body. The Daylon metropolitan area has a population of over 830,000 and offers many cultural, recticational, and educational amenipes.

The Position: The School of Engineering has programs in undergraduate origineering and cogneering technology and both master and doctoral programs in engineering with a total enrollment of 1,800. The Devin is to provide leadershintor as a head that is committed to see efforce on lear home.

provide leadership for as a bool that is committed to excellence in eaching research, substanting, and service to the community. The Dean is responsible for developing and administering academic programs, promoting research, scholarship and faculty development, planning budgets and representing the School both within the University and in the community.

Qualifications: Candidates for the position should possess the background required for a ferroged programs.

Qualifications: Candidates for the position should possess the background required for a femured postessorship within the School. This includes an earner declarate, evidence of scholarly and research accomplishments, demonstrated teaching effectiveness at both the undergraduate and graduate levels, and a record of external immedal support for research analyze chication dipurposes. Candidates should also have experience in administration in which they developed and demonstrated leadership, managerial, and communicative skills.

Nominations and Applications: Applications should include: 1) a letter briefly detailing accomplishments in the area of academic administration, research and reaching. 2) a completed curriculum vitae and 3) names of three references. The University seeks the applications of minorities and vomum. Please submit applications and nominations by January 20, 1992, Nominations and applications should be mailed to:

Or. James A. Snide Chair, Search Commilies for Dean School of Engineering Rox 1634, University of Dayton, Dayton, Ohio 45469-1634



The University of Payton is an Equal Opportunity/Addinistice Action Employe

The University of Dayton



DEAN OF THE SCHOOL OF LIBERAL ARTS

State University of New York College of Agriculture and Technology at Morrisville

Morrisville, a two-year residential college, is a unit of the State University of New York, located in central New York State. Academic programs focusing on occupational and technical education are organized into four

The School of Liberal Arts is comprised of twenty-four full time faculty, and five professional support positions in the College Skills Center, the Associate Dean/Director of Individual Studies as well as adjunct faculty. Reporting to the Vice President for Academic Affairs, the Dean is responsible for developing and administering academic programs, preparation of budget requests, faculty and staff evaluation, and providing the necessary leadership to assure a high quality educational experience for both on and off campus students.

A record of successful higher education teaching and administrative experience, an earned doctorate and teaching experience in English, Humanities or Social Sciences are all required. Salary is commensurate with education and experience. The effective date of appointment will be July 1, 1992. A letter of application, résumé, and the names, addresses, and telephone numbers of five references, all of which must be received by January 17, 1992 should be sent to:

Director of Employee Relations State University of New York College of Agriculture and Technology Morrisville, New York 13408

SUNY Morrisville is an Equal Opportunity, Affirmative Action Employer.

Women and minorities are encouraged to apply.

Radiological Technology Brunswick College, Brunswick, Ocerpia, is accepting applications for Chalcal Instructor of Radiopalic Technology. Candidate must be creditabled in radiography with the ARRT, thust possess three years' clinical experience, and must acceptibed by the John Roview Committee on Education in Radiotosic Technology. Application deadline is January 20, 1992. Employment of candidate in the universal possess in Cardinate will be subject to the final approval of the Board of Regents to fill the vacancy. For sudditional information consist Morgan Sizpleton. Vice Presiden/Academic Arrais, 1992. Salary: \$30,000-\$32,000, Please forward letter, three current letters of recompensation and with the constant of the const geton, Vice Profident/Academic Affairs.
Brunswick College, Brunswick, Occupie
31523, Brunswick College is an affamative
fation, egual amployment and educational
opportunity institution.

Reading. The University of Wisconsin-Parkside, Kenosita, Wisconsin is seeking an Assistant Professor of Reading, to teach various reading courses for certification at the early childhood, stemestary, middle and secondary levels. Occasional supervi-sion of student leachers (PC-3), Oraduntes of the University of Wisconsin-Parkside of this a backelor's degree in an academic reader and complete tascher education for certification. The University has a good re-search library, computer support, sayl a strong commitment to multicultural educa-

32,000. Please forward latter, three current letters of recommendation and with by February 28, 1992 to Dr. Becchar Robinson, Chair, Teacher Bucation Department, University of Wisconsio-Parkside, Box 2000. Kenesina Wisconsio 5141. Screening will be fan on March 2, 1992 and no applications will be accepted after that date. The University of Wisconsin System is required to refeate, within two days of a request after the deadline for receip of nominations and applications, a combined list of all opningers and applicants without differentiation. The University of Wisconsin-Parkside is an Affirmative Action, Equal Opportunity Employer.

DEAN SCHOOL OF INFORMATION AND LIBRARY STUDIES University of Michigan

The University of Michigan is seeking nominations and applications for the position of Dean of the School of Information and Library Studies. To position the School for a continuing leadership role in the information profession in the next century, a leader with vision, creativity, and vitality is required The Dean is the chief academic and administrative officer of the School and reports to the Provost and Vice President for Academic Affairs. An applicant for the position should have leadership qualities, and is expected to nurture, develop, and implement cross-disciplinary education and research efforts. The Dean should have a distinguished record of scholarly research and publication, related teaching experience, knowledge of information and fibrary studies, experience with modern information technologies, and qualifications for a tenured appointment in the School. This individual will play a major role in fund ratising, and show strong commitment to affirmative action and equal opportunity. Applications should include a detailed curriculum vites and the names ad-

Applications should include a detailed curriculum vitae and the names, addresses, and telephone numbers of three to five references. Applications should be submitted by February 14, 1992, but will be accepted until the position is filled. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992. Nominations and applications should be sent to:

Dr. Miranda Lee Pao Chair, Search Committee for Dean, School of Information and Library Studies University of Michigan 3071 Fleming Building Ann Arbor, Mi 48109-1340



The University of Michigan

The University of Michigan is an Equal Opportunity, Affirmative Action Employer

DEAN SCHOOL OF EDUCATION

Stephen F. Austin State University

Nacogdoches, Texas 75962

Stephen F. Austin State University invites applications and nominations for Dean of the School of Education. The Dean serves as the chief academic and administrative officer of the School, reporting to the Vice President of Academic Affsirs. The School is NCATE approved and consists of six departments.

Candidates must provide evidence of visionary leadership and the ability to be an advocate for the School and its missions within the University community and among external constituencies. An earned doctorate with administrative experience plus elementary or secondary teaching experience is required. Candidates must also show evidence of effective teaching, scholarly productivity, effectiveness in interpersonal relations, experience with graduate programs and a knowledge of contemporary issues affecting the various entities within the School. The salary is competitive, and the position is available on September 1, 1992.

Application deadline is March 1, 1902. Condidates should award a local of the salary of the salary and a local of the salary of the salary is competitive.

Application deadline is March 1, 1992. Candidates should send a letter of application, a professional résumé and five letters of recommendation to:

Dr. John T. Thornton, Chair Search Committee for Dean of the School of Education Box 13017, SFA Station Nacogdoches, TX 75962 Phone: (409) 568-2904

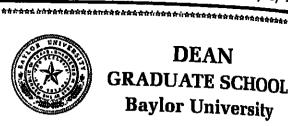
SFASU IS AN AA/AEO EMPLOYER

fill a tenure track position at the rank of Assistant Professor in the field of reading and inaguage arts. In exceptional circumstances, special considered. Responsibilities includes teaching undergraduate and graduate canding and communications (Language Arts). Barned decirate in field of specialization required. Pre-collegists teaching experience desirable. Salary competitive. Starting 1992 Pall Semester. Applications must include: vita, three references, and ovidence of scholarship and teaching experience include: vita, three references, and ovidence of scholarship had teaching experience. In the references, and ovidence of scholarship and teaching experience, include: vita, three references, and ovidence of scholarship and teaching experience, in the caching reading and Scarcing of the competitive. Starting 1992 Pall Semester. Applications must include: vita, three references, and ovidence of scholarship and teaching experience, in section of the competitive. Starting 1992 response to the competitive of the competitive



 ${f T}$ he most extensive listing anywhere of jobs available in higher education ---

every week in The Chronicle.



DEAN GRADUATE SCHOOL **Baylor University**

Baylor University, located in Water, Texas, invites applications and nominations for the position of Dean of the Graduate School, available

Graduate work is offered in the College of Arts and Sciences, the School of Education, the Hankamer School of Business, and the School of Music, all at Waco; in the College of Dentistry at Dallas; the Bayle Research Institute at Waco in conjunction with the Baylor University Modical Conter of Dallas; the Baylor University School of Nursing at Dallas; and the U.S. Army Academy of Health Sciences at San Anlouio. On the main countries in Waco, the Master of Arts is offered in 19 programs, the Master of Science in 10 programs, professional degrees in 15 departments and schools, including D.Ed., and D.Psy., and the Ph.D. degree in 7 departments. The College of Dentistry in Dallas offers the M.S. in 6 programs; and two professional master's degrees are offered at the Academy of Health Sciences, San Antonio.

Approximately 1200 graduate students were enrolled in various programs in the full somester, 1991. Candidates for the Denn. Craduate School, should have a decloral de-gree, a distinctive record of teaching and research, extensive administra-tive experience, and possess excellent leadership skills. The Dean of the Graduate School is expected to:

Provide leadership for university graduate and research programs;
Encourage research among the faculty;
Maintain high standards of scholarship for graduate programs;
Provide vigorous support for the graduate program to the faculty, administration, and the public;
Promote collegial relationships between the graduate faculty, the different university departments and schools, and the Graduate School:

Actively seek external funding for research programs and needed

equipment;
Overseo operation of the Graduate School and assemble and submit annual budget to the administration; and
Work closely with the Vica President for Academic Affairs, to whom the Deep tenants

Baylor University is affiliated with the Baptist General Convention of Texas. It is an equal opportunity, affirmative action employer. Minerities and women are encouraged to apply.

Nominations and applications (including vita, a letter of interest, and names, addresses, and telephone numbers of three references) should be submitted no later than February 15, 1992, to:

Dr. Hamld Beaver Chair, Graduate Dean Search Committee Baylor University P. O. Bux 97354

HUDSON COUNTY **COMMUNITY COLLEGE**

DEAN OF ACADEMIC AFFAIRS

Hudson County Community College is an innovalive, multi-campus, urban college whose motto is "Committed to Education For The Community." We are currently seeking the Dean Of Academic Affairs who will serve as the Chief Academic Officer of the College.

The qualified professional will have an earned Doctorate as well as twelve years of experience in Higher Education which shall have included teaching and at least six years in a Senior Academic Management position. Responsibilities include the planning, development and administration of all aspects of the instructional programs including the supervision of faculty, staff, programs and activities.



January 31, 1992 to: Personnel Department Attention: Sharon Lumpkin HUDSON COUNTY COMMUNITY COLLEGE H.C.C.C. is an equal opportunity:

All applications must be submitted by

Registrar: Saint Mary-of-the-Woods College invites applications for the position of President for Academic Affairs and serves include maintenance and supervision of planontation and maintenance of academic tion, analysis and reporting of data concerning student reporting. Contract Countries and the compilation, analysis and reporting of data concerning student advised to the compilation, and the compilation of the contract of the compilation of the contract of the concerning student reports of the compilation of the contract of t ence will be given to persons with experience an higher education and in a systems approach to evaluating both the human and automated especis of record-keepins. Saint automated especis of record-keepins. Saint arts college for women enrolling 1200 students in an undergraduate campus and extense in an undergraduate campus and extense and in one master's proparam. Building on its history of sendemic quality and innovation, the College is planning a substantial restructuring of its offerings. This restructuring is provided to the challenge of developing a unified registration system to bester serve the academic program. Send application letter, fasumé and names of three references to: Dr. Conale Bauer, Vice President for Academic April, St. Mary-of-the-Woods, Indian 47816-1099. The search is open with applications reviewed and interviewing beginning in languary. The position is available immediately. AA/EOR.

courses, supervision of graduate field experience, student advising, research, and professional service. Rand/salary commensurate with qualifications and experience. Screening begins March 2, 1992. Send application letter, vita, list of references including addresses and phone numbers, and transcripts (copies acceptable) of all graduate studies to Dr. Dan. L. Thompson, Chair; MRC Search and Screen Committee; College of Education; P. O. Box 96; Arkanasa State University; State Lulivarity, Arkanasa 72467. Arrange for three references to send letters under separate ower. AA/EO employer welcomes applications from women and minorities.

Corpus Christi State University **Dean of Students**

Corpus Christi State University, a campus of The Texas A&M University System, is seeking a Dean of Students to assume duties August 1, 1992. sity System, is seeking a Lean of Students to assume duties August 1, 1992.

Corpus Christi State University is a growing, state-supported, upper-level institution enrolling approximately 4000 junior, senior and graduate students. The current population is largely comprised of non-traditional students who are older, employed, commuters and who are in some instances bilingual. In 1994, with the admission of freshman and sophomore students, CCSU will become a four-year comprehensive university. Located on an island overlooking Corpus Christi Bay, the University serves a multicultural, South

Texas metropolitan area of more than 360,000 people.

The Dean of Students, who reports directly to the Provost, is responsible. for developing and implementing all programs and activities related to stu-dent services and for creating with other departments on campus a strong sense of community within the University environment. The Dean of Students has oversight responsibility for student financial assistance, career planning and placement, counseling services, health services, residential housing, intramurals, and student services. This person will play a major role in developing and expanding the student services essential for a comprehen-

Candidates must have an advanced degree with a background in higher education, student development and management, and must have demonstrated a proactive approach to student life issues. The candidate must be an energetic individual who is able to envision and create relevant student services for a multicultural and ethnolinguistic student body. The ap-plicant must demonstrate exceptional communication and interpersonal skills to work with students, alumni, faculty, staff and community members. Bi-

to work with students, alumni, laculty, staff and community members. Bilingual skills, budget experience and successful experience with grants are prefarred. Salary is competitive.

Nominations and letters of application will be accepted until February 28, 1992, or until a suitable candidate is found. Applicants must supply a current resume, a letter of application, and names, addresses and phone numbers of five professional references. The references will not be contend without each application. tacted without prior approval from candidates. Required material should

> Chris Bray Chair, Dean of Students Search and Screen Committee c/o Office of the Provost Corpus Christi State University 6300 Ocean Drive, Corpus Christi, Texas 78412 (512) 994-2722 FAX No. (512) 993-4204.

CORPUS CHRISTI STATE UNIVERSITY A Campus of The Texas A&M University System

CCSU is an Equal Opportunity/Affirmative Action Employer. Minorities and women are strongly encouraged to apply.

CAPE COD COMMUNITY COLLEGE Dean of Planning, Research and Development

Search Re-opened

Executive level management position reporting to the President, responsible for preparation of the College's five-year and derivative plans; responsible for internal, market, donor and funding-source research; manages the College's alumni, fund-raising and grants development activities; oversees the College's Computer Center. Minimum qualifications include: I. A total of at least five years' experience within the following four areas:

A total of at least five years' experience within the following four areas:
 Oversight and development of applied rescurch activities (management experience in a public sector research entity would be helpful).
 Management of fund-raising and financial development in higher education or non-profit institutions, including knowledge of endowment development and planned giving techniques.
 Policy and administrative experience in higher education and Massachusetts state government with some knowledge of the state budget process and an understanding of the publical, economic and community development issues facing Massachusetts public higher education in general and, if possible, Cape Cod Community College in particular.
 Contract and grant solicitation and administration with knowledge of potential individual, private, institutional and governmental sources of contract and grant opportunities for a Massachusetts community college.

Familiarity with computer systems and experience with computerization of a public institution or major office.

Knowledge of community economic development 4. Proven ability to supervise professional and support stall. 5. Demonstrated interpersonal skills and proficiency in oral and written

6. A Master's degree (more advanced degree professed but not required). To apply, submit letter of application addressing qualifications, current resume, the names of three current professional refurences and college transcribts to: Director of Personnel/Affirmative Action, Cape Cod Community College, West Barnstable, Mass. 02668. Deadline for applications: February 7, 1992.

Affirmative Action, Equal Opportunity Employer

and to the mission of a church-related liberal arts college expected. Closes March 1,
1997, or until position is filled. Send letter
of application, vita, graduate transcripts
(threet from Registrer's Office), names,
stantifies and telephona numbers of three
current references to: Jeanne Krute, Admission of a church-related liberin, churches; lusivon with church and community women's groups and organizations.
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current references to: Jeanne Krute, Admission of a church-related libermunity women's groups and organizations.
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Religion / Women's Studies / Deam: Deam Program in the Study of Wungen and Gender in Church and Scotiety. Colgate-Rochette Divinity School/Beatey Hall/Crozer Theolosical Seminary is beginning a comprehensive program which places ferminst and Womanist technically perspectives, and practice in every area of theological colucation. We are seeking a creative colleague to launch, establish, and administer colleague to deam include development administration of the Frogram and events of special interest to women inside and outside the seminary, profixion of curicular, scholarly, and other resources to laculty, students, administration, alumnaed

in the study of religion, sequinements asministrative experience, scholarly expertive in the study of religion, experience with
Protestant churches and with ecumenical
and multi-cultural settings. MDIV or equivalent, and terminal degree appropriate to
field. Full-time tenured/neurable position;
salary and benefits commensurate with
rank and experience. Send cover letter,
vita, and fetters of reference by February
15, 1992, to: Fillen K. Wundra, Chair, Dean
of Women and Gender Search, CRINSBIV
CTS. HIJO S. Goodman Sireet, Rochester,
New York 19520 CRINSBIVCTS seeks
and encourages applications from members
of ractal and ethnic minority aroups.



DEAN **Professional Studies**

MISSOURI WESTERN

STATE COLLEGE Responsibilities: The Dean is responsible for development and review of academic programs, including vocational education; supervision of budgets; personnel reviews; representing the Division to the College and community; and general leadership.

and general readership.

Qualifications: Candidates must possess a doctorate, be able to demonstrate experience and knowledge of disciplines in the Division, must have teaching and administrative experience at the college level, and must be willing to meet vocational certification requirements.

Professional Studies Division: The Division of Professional Studies has a faculty of 76 and is comprised of the Departments of Agriculture, Business and Economics, Criminal Justice and Legal Studies, Education, Engineering Technology, Health/Physical Education/Recreation, Military Science, Nursing, and Office Information Systems.

The College: Missouri Western State College is a multipurpose undergraduate state college offering a wide range of programs. The campus consists of seven major buildings and a student housing complex located on 744 acres. Enrollment is nearly 5,000 and a full-time teaching faculty of 163. The Community: The historic city of St. Joseph, Missouri, has a population of approximately 71,000 people, and a favorable location 50 miles from Kansas City. Good recreational, cultural, and community opportunities are available. Cost-of-living is below national average, especially housing costs.

Send letter of application and résumé. In addition, arrange to have at least three confidential letters of reference sent directly to: Susan Robinson
Coordinator of Employee Relations
Missouri Western State College
425 Downs Drive
St. Joseph, MO 64507

Evaluation of applicants will begin February 3, 1992 and will continue until the position is filled. Salary is dependent on qualifications and experience. Expected appointment date is July 1, 1992.

An Equal Employment/Educational Opportunity Employer

THE COLLEGE OF WILLIAM AND MARY



Associate Dean for Development and Alumni Affairs Marshall-Wythe School of Law

The Marshall-Wythe School of Law at the College of William and Mary invites applications for the position of Associate Dean for Development and Alumni Affairs. The Associate Dean is responsible for directing a comprehensive development program design to enhance understanding and support of the School from its constituencies. The Associate Dean reports directly to the Dean of the Marshall-Wythe School of Law and has a reporting relationship to the Director of Development at the College of William and Mary.

The successful applicant must have an understanding of and commitment to togal education and possess proven organizational, interpersonal, supervisory, and communication skills. Appropriate educational and fund-raising background including capital campaign experience and knowledge of alumni affairs preferred.

Letter of application, résumé, salary history, and names and telephone numbers of three references to Dennis Sion, Director of Development, The College of William and Mary, Williamsburg, VA 23187-8795. Review of applications will begin on February 3 and will continue until the position is filled.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer. Applications from women and minorities are encouraged.

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Simply send the copy for your advertisement to the address below. You're likely to find the mails especially condress below. Tou're inkely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

CENTRAL MICHIGAN UNIVERSITY

Central Michigan University is committed to diversity as an educational value and to taking affirmative actions to insure equal opportunity in all areas of the University. Such factors as religion, national origin, race, color, sex, handicap, age, height, weight, marital status, vateran status, ditzenship or sexual orientation are not used as a basis for discrimination or harassment. With his commit-

DEAN

College of Education, Health and Human Services

Central Michigan University is a comprehensive state university with an on-campus enrollment in excass of 16,000 students, 2,300 employees, and a long tradition of academic axcellence. CMU's 854-acre main campus is in Mi. Pleasant, Michigan, a town of approximately 24,000 located in the heart of the Lower Peninsula. Through its long tradition of excellence in teacher educa-tion, the second largest program in the country, CMU is committed to and actively participating in the Michigan Partnership for Education between busi-ness, the Michigan Department of Education, and institutions of higher educa-tion to improve K-12 instruction through Professional Development Schools.

tion to improve K-12 instruction through Professional Development Schools. The College has more than 200 faculty FTE and nine departments: Communication Disorders; Counseling and Special Education; Educational Administration and Community Leadership; Health Education and Health Science; Home Economics, Family Life and Consumer Education; Physical Education and Sport; Psychology; Recreation and Park Administration; and Teacher Education and Professional Development, which serves approximately 4,500 undergraduate and 1500 graduate students. The College has nine graduate programs including one doctoral granting department. In addition, the College often many of its programs through an extended degree program at various locations throughout the country.

Responsibilities: The Dean is the principal academic officer of the college and reports directly to the Provost. The Dean is responsible for leading and administering the College in all aspects of teaching, research, and service. These responsibilities include the promotion of shared governance within the College and University, representation of the College within the University community and development of productive working relationships with external constituencies.

Qualifications: Applications and nominees should have

Qualifications: Applications and nominess should have:

• An earned doctorate in a discipline appropriate to the College:

• A record of effective administration and visionary leadership:

• A demonstrated ability in effective communication and interpersonal skills:

• A demonstrated commitment to scholarly and academic excellence including the recruitment and retention of excellent faculty and students:

• A background of effective teaching and record of scholarly achievement sufficient to gain tenure in a department of the College;

• Knowledge of the accreditation processes associated with undergraduate and graduate programs in the College;

• A demonstrated commitment to the recruitment and retention of minority facults and students:

A demonstrated commitment to cultural diversity and multicultural educa-

A record of securing and allocating resources to provide quality under-graduate and graduate instruction, research, public service and outreach programs.

programs.

The Dean's duties and responsibilities extend over a 12-month period beginning 1 July 1992. Salary is negotiable and commensurate with experience and qualifications. Review of applications begins 14 February 1992 and continues until the position is filled. Candidates should send a letter of application and resume that address the qualifications above, a statement of educational and administrative philosophy as it would relate to the mission of a diverse college of education and human services, and the names, addresses, and phone numbers of five references. Nomination, inquiries, and applications should be addressed to:

EHHS Dean Search Committee Provost's Office, 165A Warriner Central Michigan University Mt. Pleasant, MI 48859

Notice of Vacancy

Associate Dean for Administrative Affairs College-Conservatory of Music

Associate Dean and faculty rank in one of the disciplines within the college Rifective July 1, 1992 or as soon thereafter as possible. Compensation co rate with experience and qualifications.

Ios Descurnon: Key college administrator for major building expansion and snovation project. Oversee summer school operations, faculty searches, affirmalive action programs, college placement office, and outreach programs. Provide

leadership for implementation of long range plans.
REQUESIMENTS: Teaching experience and qualifications to hold faculty rank in one of the disciplines within the college; demonstrated administrative skilks

The College-Conservatory of Music is a professionally oriented school of 1,200 students offering degree programs at the undergraduate through doctoral levels in music, music education, opera and musical theater, dance, electronic media, arts administration, and drama. CCM is a college of the University of Cincinnati, the 10th largest research institution in the country with 35,000 students, located in a city with major performing and visual arts organizations



Send vita and reference by January 24, 1992 to: Dean Robert J. Werner College-Conservatory of Music Cincinnati, Ohio 45221-0003

ence, a strong record of teaching, research, and publication, and a commitment to the development of Penn State's expending Program of Religious Studies expected. Area of specialization within Religious Studies in open. Salary commensurate with runlifications. The Director administers a strong and diverse undergraduate program which currently houses 6.5 regular thruly members. The Program offers courses in major religious traditions and uses humanistic and social scientific methods to study religious phenomena. Many courses fulfill the College's "Other Cultures" and other General Education requirements. The Program actively participates with other discipines in a variety of undergraduate programs. Applications received by February 14, 1992, will be assured of consideration.

Religious Studies: Coc College. Full-time tenure-track juntor position in religious studies to beain September, 1992. The condidate must be able to teach in areas of world religions and Christian though. Ph.D. in hand preferred. Send cover letter and doaster by February 7 to Dr. David ht. J. Hay. Coc College, Cedar Rapids, Iowa 52402, AA/EO1.



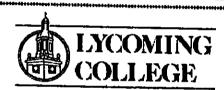




DEAN OF COLLEGE OF ENGINEERING **UNIVERSITY OF** DELAWARE

The University of Delaware invites applications and nomina-tions for the position of Dean of the College of Engineering. The University is a state-assisted, land-grant, sea-grant research University with more than 20,000 students and 860 faculty members. The University's central mission is the promotion of academic excellence in an environment of equal opportunity. Located in Newark, a pleasant college town of 26,000 inhabitants, the main campus is conveniently situated 15 miles from Wilmington and halfway between New York City and Washington, DC. The College of Engineering contains four academic departments: Chemical Engineering, Civil Engineering, Electrical Engineering, and Machanism Engineering. Electrical Engineering, and Mechanical Engineering as well as the following programs/units: Air Force ROTC, Center for Composite Materials, Center for Catalytic Science and Technology, Center for Applied Coastal Research, Delaware Transportation Center, Orthopedics and Biomechanical Engineering Capter, and an interface the statement of the content of mechanical Engineering Center, Orthopedics and Bio-mechanical Engineering Center, and an interdepartmental Materials Science Program. There are 73 faculty members in the College; the graduate student population is 364 and the undergraduate student body numbers 977. There are major research efforts throughout the College, which were funded at a level of about \$10.7 million in 1990-91. The Dean is responsi-ble for the academic and administrative leadership of the a level of about \$10.7 million in 1990-91. The Dean is responsible for the academic and administrative leadership of the College and represents the College inside and outside the University. The Dean is charged with providing the vision and strategic planning necessary to develop and enhance the quatity of the College's undergraduate, graduate and research programs and to manage creatively the resources of a complex and dynamic academic unit. The Dean reports directly to the Provost of the University. The candidate must meet the requirements for appointment at the rank of professor in one of the departments in the College. Qualifications include an earned doctoral degree, a distinguished scholarly record, and the ability to lead the College in its academic responsibility as part of a nationally and internationally recognized research and teaching ity to lead the College in its academic responsibility as part of a nationally and internationally recognized research and teaching University. Candidates should also be prominent in engineering and scientific activities. Compensation is competitive. and scientific activities. Compensation is competitive. Applications should include a letter of interest, curriculum vitae, and names of references. The closing date is March 16, 1992. Applications and nominations should be submitted to Kenneth R. Blederman, Dean, College of Business and Economics, Chair, Search Committee, 228 Purnell Hall, University of Delaware, Newark, DE 19716.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.



DEAN OF STUDENT SERVICES

Lycoming College invites nominations and applications for the position of Dean of Student Services. Lycoming College, located in north central Pennsylvania, is a liberal arts callege with a current enrollment of 1,400 students and 90 full-time faculty; 1,028 students reside on the campus. As a member of the Administrative Cabinet, the Dean of Student Services reports to the President and is responsible for the development, coordination, implementation, and evaluation of the student life program. Reporting to the Dean of Student Services are the directors of Career Development, Health and Counseling Services, Campus Ministry, Residence Life, Safety and Security, Student Activities, and Intramurals.

The Search Committee seeks condidates who hold an earned ductorate, have demonstrated ability in providing leadership in student affairs, and can constructively address current issues of student life. Experience in higher education administration is highly desirable. The starting date is

Salary will be commensurate with qualifications and experience. Lycoming College is an EEO employer. Please forward letters of nomination or application by February 14, 1992, along with a resume and three letters of professional recommendation to: Elizabeth G. Boyd, Coordinator of the Dean Scarch Committee, Campus Box 156, Lycoming College, Williamsport, PA 17701.

Religious Studies: DePaul University. Afri-can-American Religious Experience; must be cammitted to university the cammitted to university the (introduction to religion and courses in spe-cialty), and scholarly research; able to work with minority pomitation. Funding pending. Tenure-track rosition. Females and minorities encouraged to apply. April-cation and documents by February 15 to: Paul F. Cameolach, Religious Studies; Do-Paul University, 2121 North Seminary Av-eane, Chiege, Illinois 68614. Equal Or-portunity Employer and Educator.

ment at the runk of Professor or Associate Professor in the field of Old Teatament in the Spring of 1992. The appointment will become effective July 1, 1993. The conditional date is to be an internationally recognized scholar who is able to teach professional students in the Divinity School and dactor at students in the Department of Rebisious Studies. The successful conditate is expected to teach febrew at an advanced level and to be knowledgenbe in critical historical, literaty, and theological approachtorical literary, and theological approaches to the Old Testament. Preference will be siven to candidates whose interests and iradiains complement those of the existing faculty. Interest candidates will also be considered. Applications should be audiessed to Dean Thomas W. Ogletree, Vale Plyinity School. 409 Prospect Street. New Huven, Counsecticut 06311-2167, The deadline for applications is February 13, 1992. Yale University is an Affirmative Action, Equal Opportunity Employer.



DEAN DIVISION OF EDUCATION University of California. Davis

The University of California, Davis seeks nominations and applications for the position of Dean of the Division of Education. The Dean provides intellectual und administrative leadership for the Division and for its programs of graduate and undergraduate coluention, reacher properation, cooperative university-school research, and public service. Responsibilities of the Dean include nurturing collaboration with campus and off-campus constituencies, maintaining and enhancing faculty resources, and overseeing the Division's budget and personnel processes.

THE DIVISION OF EDUCATION, established in 1988, is a computa-wide scademic until offering graduate programs leading to the M.A., Ph.D., and Ed.D. degrees (the last in collaboration with CSU, Fresne), programs of teacher preparation at both the elementary and secondary levels, and an undergraduate minor. Research and teaching activities of the faculty are concentrated in three major areas: studies of instruction in mathematics, science and language and literacy; psychological studies of teaching and learning; and socio-cultural studies of education and schooling. Through activities of the CRESS Center, the Division also supports long-term, collaborative research projects involving campus faculty members and teachers and administrators from nearby schools. faculty members and teachers and administrators from nearby echouse. ESSENTIAL QUALIFICATIONS: Ph.D. or squivalent; a distinguished record of beaching and scholarship; demonstrated leadership and administrative abilities; documented success in securing extra-mural support for educational research and development activities; and eligibility for appointment to full professor in the University of California system. for appointment to full professor in the University of California system. DESIRED QUALIFICATIONS: Demonstrated Interest in collaborative university-school research involving faculty from education and other disciplines; clirect experience with research-centered programs of teacher education, school change, and educational reform; demonstrated interest in the challenges of providing high quality schooling for multi-lingual and multi-cultural student populations; and research and teaching interests that complement those of current faculty members. Applications should include a letter of application including a statement of research and teaching interests and experience, a curriculum vitee, and the names, addresses, and telephone numbers of five references. Address all inquiries, applications, and uominations to: DEAN ROBERT CRUMMEY, COLLECK OF LETTERS & SCIENCE, UNIVERSITY OF CALIFORNIA, DAVIS, CA 86618-8672; (916) 782-1217; FAX (918) 782-0251. Screening will begin MARCH, 1992. The position will remain open until filled. Service will begin on July 1, 1992 or as soon thereafter as possible.

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The University of California, Davis is an Equal Opportunity, Affirmative Action Employer with a strong institutional commitment to achieving diversity among its faculty and staff. In that spirit, we are particularly interested in receiving applications from parsons of underropresented groups, including women, persons of color, persons with disabilities, Vietnam era veterans, and special disabled veterans.

NEWMAN KANSAS NEWMAN COLLEGE

DEAN OF ADMINISTRATIVE SERVICES

The Catholic liberal arts college in Wichita, Kans., seeks applications and nominations for the position of Dean of Administrative Services. The individual will report directly to the President and function as part of an

Responsibilities; Management of all fiscal matters and the physical plant; supervision of planning and preparation of budgets, accounting systems and practices, financial analysis, and budgetary controls; personnel services; coordination of computer services; and supervision of all

Qualifications: Bachclor's degree with emphasis in accounting, fin-ance, or business operations (an MBA is desirable). Preference will be given to applicants with experience in a college environment. The appli-cant must exhibit excellent communication and supervisory skills and be committed to the mission of a Catholic liberal arts college.

Submit resume and the names and telephone numbers of three profes-sional references by Jan. 15, 1992, to:

Search Committee
Dean of Administrative Services
Kansas Newman College
3100 McCormick Ave.
Wichita, KS 67213

Review of applications will begin Jan. 15, 1992, and continue until position is filled. Kansas Newman College is an EEO employer.



A calendar of forthcoming meetings, conferences, workshops, and institutes of portance to scholars and college administrators -

every week in The Chronicle.

w. Si



California State University, Los Angeles

ASSOCIATE DEAN FOR INSTRUCTION AND GRADUATE PROGRAMS

SCHOOL OF EDUCATION

The School of Education invites applications and nominations for theposition of Associate Dean for Instruction and Graduate Programs. Major responsibilities include undergraduate, credential, and graduate currentum academic program development.

and academic program development.

QUALIFICATIONS: An applicant for the Associate Dean position currently must be a tenured faculty member, have a terminal degree, and be eligible for appointment in one of the four Divisions of the School Administration & Counseling, Curriculum & Instruction (Elementary and Secondary Education), Educational Foundations & Interclivisional Studies (Education) Foundations, TESOL, and instructional Technology), and Special Education. The successful candidate must be able to demonstrate knowledge of the many disciplines included in the School of Education: have a record of professional achievement; have demonstrated leadership in instructional affairs; be knowledgeable about undergraduate, credential, and graduate curricular matters; be able to work well with students, faculty and administrators; and be sensitive to student needs and interests, it is desirable that the candidate have experience working with multicultural/multilingual populations.

A detailed description of the duties of the position is available upon request from the Office of the Dean, School of Education. RANK: This is a management position. Salary is negotiable depending on qualifications and experience.

qualifications and experience.

THE UNIVERSITY AND SCHOOL OF EDUCATION: California State University. Los Angeles offers programs in more than 50 academic and professional fields. The campus is located at the eastern edge of the city of Los Angeles in the western San Gabriel Valley. The University serves more than 20,000 full- and part-time students who represent the rich ethnic diversity of the area. The School of Education, the largest in California and the filth largest in the nation, offers 31 credential programs, six master's degrees with 42 options, and a Ph.D. in special education jointly with UCLA The University has an affirmative action program and encourages ethnic minorities, women, and disabled persons to apply.

STARTING DATE: Livi 1, 1992.

STARTING DATE: July 1, 1992. APPLICATION DEADLINE: March 2, 1992.

APPLICATIONS: Please send a letter of intent, vita, transcripts showing highest degree, and three recent letters of reference to.

Dr. Jose Galvan, Chair Associate Dean Search Committee c/o Office of the Dean, School of Education California State University, Los Angeles 5151 State University Drive Los Angeles, CA 90032-8140 (213) 343-430 FAX (213) 343-4318

DEAN COLLEGE OF BIOLOGICAL, MATHEMATICAL, AND PHYSICAL SCIENCES

UNIVERSITY OF SOUTHWESTERN LOUISIANA

Lafayette, Louisiana

The University of Southwestern Louisiana invites applications for the position of Dean of the College of Biological, Mathematical, and I thysical Sciences. The Dean is the chief administrative officer of the College, which enrolls 1,100 undergraduate and 285 gaduate students, and has 123 faculty members. The College of Sciences consists at even departments. Biology (M.S., Ph.D.), Chemistry (M.S.). Computer Science (M.S., Ph.D.), Mathematics (M.S., Ph.D.), Mathematics (M.S., Ph.D.), Mathematics (M.S., Ph.D.). Mathematics (M.S., Ph.D.).

Ph.D.).

The University of Southwestern Louistana is one of nine publicly supported universities governed by the Louistana State Board of Trustees The College of Sciences is one of eight degree granting colleges in the University. The University has an ornollment of approximately 15,200 students with a faculty of 600, and offers 89 beccalaurcate degree programs the located in Lalayetti, Louistana, a city with a pupulation of approximately 92,000 people. Lalayette is near the Guilf Coast, on 1-10 between New Orleans and Houston, and serves as the cultural center of Cejum Louistana.

The Dean of the College of Sciences is expected to provide feedership within the College to represent the College of Sciences in expected to provide feedership within the College, to represent the College of Sciences in expected to provide feedership within the College, to represent the College of Sciences in cancel and any state and appropriate search doctorate, and stabilished record of excellence in undergraduate and graduate teared doctorates, and established record of excellence in undergraduate and graduate tearing and head level or above. It is destrable for the applicant to have strong communication kills, and any supporting materials must be received by February 28, 1992. The person selected could be adjusted department apparent the position on July 1, 1992; however, the date of appointment could be adjusted department to the communication of the College of Sciences.

The Q-S-N Comminee, College of Sciences
The University of Southwestern Louistana
P. O. Box 41010
Lefsyette, Louistana 70504-1010

U.S.L. is an Equal Opportunity, Affirmative Action Employer.

Inamic tradition. The field of specialization is open. We expect the candidate to be able to teach in our interoductory course in Religion, as well. This course includes an introduction to the problems of definition of roligion and to selected religious traditions. Total course load is five courses a year. We supert to appoint at the astisant professor lovel, although candidates with more arrereve, although candidates with more street can be considered. Mosoi Holicare can be considered to foliering multi-students; is an Affirmative Action, Equal Courages woman and minorities to apoly. The Religion Department is committed to the construction of the construction of the construction with th



Dean of Education and Educational Services

Baruch College, a senior college of The City University of New York, seeks nominations and applications for the position of Dean of the School of Education and Educational Services.

Baruch College is an urban institution with an ethnically diverse enrollment of 15,500 students in undergraduate and graduate programs in three schools: Business and Public Administration, Liberal Arts and Sciences, and Education and Educational Services. The College has a total of approximately 1600 faculty and support staff. It is located in the Gramercy Park area, the heart of Manhattan's midlown south business district. Work is now under way on major new campus construction. The current college budget is approximately \$52 million.

The Dean of Education and Educational Services administers a unique and complex school encompassing academic programs and student support services. The School includes the departments of Education, Health and Physical Education, Academic Skills, Student Personnel Services, the Library, and the Office of Continuing Studies. The Department of Education offers programs leading to bachelor's and master's degrees in education and professional certification.

The School's student support services include athletics, remedial and developmental programs, tutoring centers, academic, personal and career counseling and assessment, a full range of student activities, and library information and research services. Continuing Studies provides non-degree offerings.

The Dean must be excited by and committed to enabling a multicultural constituency to achieve academic excellence. The Dean will lead efforts to forge linkages with local school districts and educational agencies to develop innovative approaches to the challenges of urban education. The Dean is responsible for program planning and budget development, and for providing administrative and academic leadership. Organizational capabilities and interpersonal skills are

The successful candidate must possess an earned doctorate. Experience with a multicultural focus in college-level teaching and administration, research and fundraising, and professional service is highly desirable. Academic credentials appropriate for appointment as a full professor with tenure are required.

Salary range is \$86,310 to \$96,031. Starting date is July 1, 1992. Send curriculum vitae or letter of nomination by February 14, 1992 to: Professor Joshua L. Smith, Chair of the Search Committee, Baruch College, 17 Lexington Avenue, Box 514, NY, NY 10010. An Equal Opportunity (M/F), Affirmative Action Employer.

Baruch College

PENNSTATE McKeesport McKeesport Campus

CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for the position of Director of Academic Affairs at the McKeesport Campus of The Pennsylvania State University. The Director reports to the Campus Executive Officer and provides leadership to the faculty for all academic matters.

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for academic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging hip, and fostering service to the campus and community.

Penn State's McKeesport Campus, located 20 minutes southeast of Pittsburgh, PA, covers 52 acres, has ten buildings, and enrolls approximately 1,500 full-time and part-time students, both resident and commuter. The campus offers the first two years of 120+ Penn State baccalaureate degrees; associate degrees in technology; business; hotel, restaurant and institutional management and others; and has an extensive continuing education program. A general arts and science laureate degree and a baccalaureate in nursing are also offered.

Qualifications: An earned Doctorate, academic administrative experience, and a minium of five years experience involving a combination of teaching, research and scholarship is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in scademic planning, faculty recruitment and development, budgeting, grantsmanship and faculty governance is desirable. This twelve month continuing position includes an excellent benefits package.

Review of applications will begin February 15, 1992, and continue until the appointment is made. Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park, PA 16802.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

Nominations and applications are invited for

DEAN OF THE COLLEGE

COLGATE UNIVERSITY

Hamilton, New York

Colgate is an independent, highly selective liberal arts college for mon and women situated on a beautiful campus in Central New York forty miles southeast of Syrcanes. It encols 2,700 undergaduates in programs leading to the Beicheler of Arts degree. Its curriculum, unusually the for the college's size, offers courses of study in the liberal arts and sciences including interdisciplinary programs and a required core sequence. It offers a diverse residential system including residence halls, apartments, fraternities and screening system including residence halls, apartments, fraternities and screening system including residence halls, apartments, fraternities and sorbities, special interest houses, foreign study groups, and off-campus housing.

The Dean of the College is the chief student affeirs officer of the University reporting directly to the President and oversæing a professional staff of twenty. The Dean participates, as a member of the President's staff, in all major decisions concerning the college. Responsibilities of the position include residential life, advising and academic standards, social and cultural activities for students, career planning for construction of additional undergraduate housing and an expanded student union.

Colgate and compute the college is a superior of the president of additional undergraduate housing and an expanded student union.

Colgate seeks candidates with the capacity to engage students, faculty, staff, parents, alumni and trustees. Candidates should have experience in student affairs, an advanced degree, and the capacity to work with a talented, diverse student body.

Applications or nominations that are forwarded by February 15, 1992, will receive priority. Applications, including a statement of interest, vita, and the names of three references, may be sent to:



Mr. Gary Ross Assistant to the President Colgate University Hamilton, New York 13346

Colgate University is an Equal Opportunity and Affirmative Action Employer, Applications from women and members of minority groups are

state kinetics, HPLC, various electrophorelic techniques, amino acid analysis, and phosphitas, amino acid analysis, and phosphitas, anotatates synthesis. Supervision and training of students and staff members. Applicants must have a Ph.D. in Chemistry. One year's experience in Chemistry and a minimum of one was a war or in the control of the control chemistry and a minimum of one year or related experience as a Postfoctoral Research Scientist or Graduate Research Assistant. Other special requirements include the experience to be in stopped-flow kinetic sastysts of tyrosine phosphatase catalyzed exciton, preparation and isolation of anti-bodies. Of isotope exchange, equilibrium computer-sided data analysis, and corputer-sided data analysis, and sort publications in peer-reviewed journals, they of which focus on the kinetics and stechnisms of protein lyrotine phosphatase. Employer paid advertisement. Send risumés to 7310 Woodward Avenue, Room 115, Detroit Michigan 48202. Reference

job offered or one year as Retearch Assistant. Experience must include photochemistry and radiation chemistry. UV-visible and Raman and ESR spectroscopy and free redical chemistry. Three referred publications in each of these areas are also required. Experience gay be gained prior or subsequent to obtaining Ph.D. 40 hours week, 8 am. 5 pm. 350,000 year. Send resumes to Bethiehem Job Center, 53-61 West Walout Street, Bethlehem, Pennsylvania 18018-1157, Job Order Number 4454908.



University of San Diego

ASSOCIATE DEAN

Philip Y. Hahn School of Nursing. University of San Diego. Applications and nominations are invited for this tenure-track position with academic rank. Position available July 1, 1992. The Associate Dean reports to the Dean of the School of Nursing and is responsible for academic and student alliairs. The School of Nursing offers the RN to BSN, Accelerated RN to MSN, MSN, MSN-MBA and the DNSc programs. Qualifito MSN, MSN, MSN-MBA and the DNSc programs. Qualifications include earned doctorate in nursing or related field, master's degree in nursing, academic administrative experience, demonstrated scholarly productivity, and graduate level teaching experience preferred. Submit letter of application, curriculum vitae and names of three references to: Janet A. Rodgers, Ph.D., FAAN, Dean, Philip Y. Hahn, School of Nursing, University of San Diego, Alcala Park, San Diego, California 92110. Application deadline February 15, 1992 or until position is filled. EOE.

chemical and immunological teologiques, and molecular blology approaches. To ansalyze results using computers, interpret and prepare data for publication. To write srant applications to obtain independent research support and train students and tochnicians. Ph.D. in Blochenjatry required. Forty bours (8-5)-week, \$22,000/year. To apply; mail or hand carry résumé with copy of ad atlached to: VEC, Department 308, 1202 Prankin Ross, S.W., Rosanoke, Virginia 24002-0061. Job Order #1121007.

system capable for triage, diagnosis as well as resolve data acquisition problems in analogue signal processing on hardware and software using supercomputer. Require: B.S. degree in Computer Science plus two years' direct experience in the job offered or? 2 years' direct experience in a related occupation as a Computer Specialist. If qualifying under a related occupation, the experience must be in the area using supercomputer in a medical center environament. Must have proof of legal authority to work permanently in the U.S. Send your resunds to illinois Department of Employment Security, 401 South State Street—3 South, Chicaso, Illinois 6003, Attention: Myta J. Stoll. Reference: V-IL-4647-Y. No calls. An Employer Paid Advertisement.

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

administrators -

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT **DEAN OF EDUCATIONAL**

RESOURCES El Centro College Dalias, TX

El Centro College, part of the seven-college Dallas County Community College District, is seeking qualified applicants for the position of Dean of Educational Resources. El Centro, with an enrollment of approximately 5800 credit and 5200 continuing education students, is located in the heart of downtown Dallas; it is the most edectic of the seven colleges and reflects the dynamic quality and cultural diversity of the Dallas Metroplex.

cynamic quality and cultural diversity of the Dalias Melroplex.

The Dean of Educational Resources has responsibility for the overall supervision of services of the college Educational Resource Center, including library, media distribution, audio/visual support and production, ITV courdination, and instructional computer lab. Responsibilities also include assisting faculty with instructional design, utilizing appropriate technology; serving as liaison for resource development efforts, and budget development/planning.

panning.

Requirements: master's degree in educational or instructional technology, library or information science, or closely related field; five years of experience in an instructional resource environment within higher education or industry, including two years of both instructional design and supervisory experience; demonstrated ability to use multi-media technology and computer technology, and demonstrated skills in budget development/planning, and in grant writing.

For application, please submit a resume to Dr. Linda Stegall, Vice President of Instruction, El Centro College, Main & Lamar Sts., Dallas, TX 75202-3604. A DCCOD application form will be forwarded to applicants for completion and return. All application materials must be received by the dead-line date of February 7, 1992.

EEO/D/AA Employer

chromatography; study effect of midsut extrets on consensus by bloassay of intect hormones in organs or in tissue extract; perfora enzyme-linked immuno surbeni areasy for vitelloganin of insect and radio-immunosareasy ecdysteroids and chromatograph and electrophoretic, techniques. Must have career committent and editionation and morking experience in lasest endoctinology and insect toxicology rius or including a years' research experience in cluding 4 years' research experience in manife acid metabolism. Salary 324,3324 year (including tuition reimbursement). Research: Departmental Research Assistant to study protein blosynthesis, grywith, development, and reproduction of the black blowdy, Phorma resina, and their hormonal resulation by microcuraical techniques on inspects, bloossay of insects forgans of on the control of the cont

University of the Pacific Dean of Admissions

California's first chartered University is seeking an energetic, creative and talented Dean of Ad-

The University of the Pacific has a college of arts and sciences (the College of the Pacific), a Conservatory of Music, Professional Schools (Education, Pharmacy, Engineering, Business and Public Administration, and International Studies), and an adult re-entry program (University College). The Stockton campus of the University is a residential community with an enrollment of 3,600 undergraduates and 400 graduatestudents. The School of Dentistry (San Francisco) and the McGeorge School of Law (Sacramento) operate separate admissions programs.

Strong student-faculty relations, typical of small colleges, are characteristic of the University. The University blends a personal academic environment with wide choice of majors and professional programs.

The Dean of Admissions works with the academic community to identify and describe the strengths of our institution. The Dean must be able to communicate to prospective students the challenge and excitement of our academic programs in the personal manner characteristic of the institution.

Candidates must be knowledgeable about national trends in higher education. Knowledge of West Coast institutions and of the needs of international students is desirable. The University has a history of innovation and would welcome innovative approaches to admissions.

The University is a community of diverse cultures. Several programs for recruiting the emerging majority are in place. The Dean of Admissions must have a commitment to the support and expansion of these programs.

The Dean of Admissions supervises eight professional and eleven support staff. The Dean reports directly to the Office of the President.

Nominations, applications and inquiries should be sent to:

Prof. Roland di Franco, Co-chair Search Committee for the Dean of Admissions Office of the President University of the Pacific Stockton, CA 95211

Applications will be accepted until the position is filled. Review of applications will begin on February

The University of the Pacific is an affirmative action and equal opportunity employer.

Research Research Associate. M.D. Medicine or Ph.D. in Molecular Biology and defiguented ability in Gene expression of Galaptin in Jung itsue, hybridization of mRNA, with oDNA, purification of mRNA, light and electron microscopy for snorphological and ultravinctural study. Conduct cellular and unotecular studies on regulation of delay and object of the near studies on regulation of better and ultravinctural study. Conduct cellular and molecular studies on regulation of better and molecular studies on regulation of better and problems. The studies of the near the studies of th

Researchi Ranga Plant Ecophysiology Research Associate desired by a State University. Supervise and conduct research on plant growth and development lineluding photosynthesis, transpiration, and root growth) of broom anakeweed (Chitlertzia sarothrae) in response to soit water stress. Successful applicant must be able to appropriately design both field and greenhouse experiments and statistically analyze the data collected. The successful applicant will be expected to prepare initial measurant drafts of the results obtained from the research. Must have a Ph.D. in Agriculture with major field of study in Range Plant Ecophysiology. Must have midmun one year's experience should include: Li-COR 2500, Li-COR 1500, Neutron probe, thermocusple psychrometer, beckman gas analyzer; root kranner, pressure chamber techniques and wat chemistry techniques for carbohydrate analysis, SAS, SPSS, BMDP Computer packets and HM PC compoters. Salary is \$22,000 per year, with forty hour work week. Please poply at the Texas Employment Commission, Lubbock, Texas, or send returns to the Texas Employment Commission, Lubbock, Texas, or send returns to the Texas Employment Commission, TEC Building, Austin, Texas 78778. Job Order #6521704.

DEAN OF THE SCHOOL OF SOCIAL WORK

University of North Carolina At Chapel Hill

Applications and nominations are invited for the position of Dean of the School of Social Work. Nominees and applicants must have demonstrated administrative ability combined with a dynamic and achievable vision of the role of a school of social work in fulfilling the academic objectives of the University and the societal needs of North Carolina and the nation. Required are strong leadership qualities; demonstrated success in research, teaching, or professional leadership; an understanding of, and commitment to, promoting the educational, research and service missions of the School of Social Work; the ability to foster productive relationships with community leaders and alumni in the state and nation; and a commitment of collaboration with other departments, schools, and institutes in the university in order to better fulfill the mission of the university. The applicant must have qualifications to be appointed a tenured professor in the School of Social Work.

The dean is responsible for providing leadership to the educational, research, service and development activities of the school for representing the school in the university, state and nation. The dean reports directly to the provost. The dean oversees the academic programs leading to an M. S.W. degree. Plans are complete, and funding is now partially available, to construct a new facility for the school. Two new endowed professorships, increasing scholarly productivity of the faculty and plans to implement a Ph.D. program are indications of the opportunities that exist to continue the process of developing an outstanding school of social social school of social schools. Salary will be competitive. The position will be available. Salary will be competitive. The position will be available July 1, 1992. Applications from minorities and women are encouraged.

Applications will need to be received by January 31, 1992. All applications will be treated confidentially. Applicants should submit a curriculum vitae, a brief description of their goals for the school and their qualifications for achieving those goals, and names of three references who can speak to the applicant's professional abilities. Submit applications or nominations to:

Professor Frank Loda, Chair Search Committee for Dean of the School of Social Work c/o Office of the Provost CB #3000, South Building University of North Carolina at Chapel Hill Chapel Hill, NC 27599-3000

The University is an Affirmative Action and Equal Opportunity Employer

Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY invites applications for a new member of the teaching faculty who will serve as Academic Dean. Teaching specialty in Christian Education or Ethics is preferred. As Academic Dean, this person will lead the faculty in program design and oversight, faculty development, strategic planning and administration. As a teacher, this person will have responsibility for the fundamental courses in his or her field.

Qualifications include a creative vision in theological education, an ability to provide leadership in an ecumenical and multi-racial community of faith and learning, and ordained ministry in a church of the Reformed tradition. An earned doctorate, substantial experience and recognized excellence in teaching and scholarship, and proven administrative expertise are also required.

NBTS is an institution of the Reformed Church in America proparing men and women for ministry in twenty-four denominations. Applications deadline: March 1, 1992. To submit application with resume or obtain a job description, write:

President Robert A. White New Brunswick Theological Seminary 17 Seminary Place New Brunswick, NJ 08901-1107 (908) 247-5241 FAX (908) 249-5412

Researchy Research Associate, Total synthesis of several indote derivatives with substitutions life bromine, united, methody and carboxyl groups and indotes with tricyclic ring structures to be evaluated as potential anti-schilas seents. Synthesis of various spin-labeled and 'No' 'U' on riched snakogs of antisticiling azents for rhysical studies, Purify the compounds by chromatography and HPLC techniques and use high resolution 'H-NMR. 'U-MRR, inflared and UV spectroscopy to confirm their structure and characterize them by their microanalytical, low and bith resolution the high resolution the structure and characterize them by their microanalytical, low and bith resolution their structure and characterize them by their microanalytical, low and bith resolution mass spectra. Evaluate the Quantitative Structure-Activity Relationships of these compounds towards anti-sicklins entity; Use compounds towards anti-sicklins entity; Use compounds for special modellas for design of pew compounds. Requires Ph.D. degree in Orsande Chemistry. Also requires no eyear's experience in the lob to be performed or on year's experience in the lob to be performed or one year's experience in the lob to be performed or one year's experience in the lob to be performed or one year's experience in the lob to be performed or one year's experience in the lob to the propounds of the period and structure-activity study on potential theorems and structure activity study on potential theorems and structure activity study on potential theorems an

aediments from the Milwaukee Harbor Estuary. Analysis for radioencides by samma and slaphs detector will also be carried out. Candidates must have a Ph.D., in an appropriate discipline and be experienced in the chemical analysis for environmental contaminants by GC. GC-MS and HPLC. Post-doctoral experience is preferred. Must be able to analyse radioactive materials by gamma and slophs detector; use of extraction, wet laboratory techniques, quality control, statistical analysis, and environmental regulations (EPA methods). Must have taken graduate-level couraes in radiochemical analysis, chromatographic separations, optical method analysis, and analytical chemistry, Hours: 8:00 s.m.-5:00 p.m., Monday through Friday, 46 hours per week, at \$28,000 per year salary. Please and résums to Milwaukec Central Job Service Offices, attention: Bernice Kintrough, 819 this Street, Room 120, Milwankee, Wisconsin 33:203; phone: 414-227-4221. Job Order #0556194. An employer paid advertisement.

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Research: Associate, 40 hours/week, 9:00
a.m.-9:00 p.m., \$25,000/year. Conduct independent research regarding some expression and some regulation in the nervous system. Statistically analyze and publish research itschriques will include serroning of
some fragments from ibrary or close, isolation and purification of DNA and RNA
from bacterie, cell cloning by plasmid or
phage, introduction of DNA into mammalian cells and CAT assay, labeling of DNA
by radioactive compound, DNA hybridization, DNA sequences assay, extraction and
purification of protein and in vitro DNA
amplification by PCR. Bachelor of Science

Research/Biochemistry: Biochemist, Research Associate, Conduct research of aromatic hydrocarbons and torpene metabolism by microbes, utilizing the genetic and blochemical approaches to study the reaction intermediates and molecular mechalans in curbon cycle metabolism. Minimum of two years as biochemist, research associate or two years post-doctoral research in biochemistry and genetics. Need

DEAN, SCHOOL OF AGRICULTURE

THE POSITION: The Dean provides leadership and support for the School of Agriculture, creates a positive environment for teaching, research, and service; eserciacs administrative supervision and provides guitance for the School's curricular, itscal, personnel, and student programs; and participates in seeking supplemental financial support for both new and existing programs. The Dean participates in the development of university-wide policy as a member of the Academic Dean's Crouncil. The Dean reports directly to the Vice President for Academic Affairs.

QUALIFICATIONS: Applicants should have as carried Ph.D. in one of the instructional areas within the School of Agriculture; evidence of and a strong commitment to excellent leaching and scholarship; administrative experience; a record of effective working relationships with faculty, staff, and sturtents; a demonstrated capacity for academic leadership; and strong working relationships with the agricultural industry. Applicants should also have an understanding and knowledge of the Issues, problems and differing social and private agendas affecting U.S. food, fiber, and natural resource industries and mobilitions in both the domestic and global markets.

COMPENSATION: Solary is commensurate with the background and experience of the

COMPENSATION: Solary is commensurate with the hackground and experience of the individual selected. Cal Poly offers excellent fringe benefits. All rights associated with this appointment are governed by the Management Personnul Plan adopted by the CSU Board of Trustees.

appointment are governed by the Management l'ersonnei Plan adopted by the CSU Board of Trustees.

THE SCHOOL: The School of Agriculture offers programs reflecting the growing diversity of choices available and skills required in modern-day agriculture and its related professions. The School's ten instructional departments are Agribusiness, Agricultural Education, Agricultural Engineering, Animal Sciences and industry, Crop Science, Dally Science, Food Science and Nutrition, Natural Resources Management, Ornamental Hosiculture and Soil Science.

Undergraduate students may carn a Bachelor of Science degree in any of the following majors: agricultural students may carn a Bachelor of Science degree in any of the following majors: agricultural students may carn a Bachelor of Science degree in any of the following majors: agricultural steince, and administration crops science, construction and science, forestry and natural resources, fruit science, nutritional science, dairy science, lood science, forestry and natural resources, fruit science, nutritional science, ornamental horicultural poultry industry, or soil science. The Agricultural Education Department provides an additional program to credential candidates who wish to become secondary school teachers of vocational agriculture. The School offers the M.S. degree in Agriculture with specializations in the areas of agricultural confineering technology, food science and nutrition, general agriculture, international agricultural devolopment and soil science. The Master of Business Administration with the Agribusiness Department. The School science and nutrition of Business in conjunction with the Agribusiness Department. The School science and nutrition of Business in conjunction with the Agribusiness Department. The School science and nutrition of Business in conjunction with the Agribusiness of Department. The School science and nutrition of Business in conjunction with the Agribusiness specialization is offered by the School of Business in conjunction with the A THE UNIVERSITY! One of 20 camputes of The California State University system, Cal Poly has built a solid national reputation on its fearn-by-doing approach to education. Nearly two-thirds of the university's 17,500 students major in agriculture, architecture and environmental design, business, or engineering. Cal Poly is focated in San Luis Obispo, a city of 50,000 on California's central cuast.

Obspo, a city of 50,000 on California's central cuasi.

APPLICATIONS AND NOMINATIONS: Each application should include a current resume, the names, addresses, and telephone numbers of at least three professional references, and a statement, in not more than two pages, of the applicant's views on the critical aspects of the Dean's role in the 5chool and the whiter community. Applications and nominations will be considered until the position is filled. However, applicants are encouraged to submit applications as soon as possible, and preferably by January 31, 1992. The preserved starting date for the position is fully 1, 1992. Cal Poly is strongly committed to achieving excellence through cultural diversity. The university actively encourages applications and nominations of women, persons of color, and members of other underrepresented groups. Applications, nominations, and inquiries should be addressed to:

Dr. Robert D. Koub Vice President for Academic Affairs California Polytechnic State University San Luis Chispo, CA 93407 (805) 756-52186 FAX (805) 756-5292 AARLO

Assistant Dean of Yale College

Director, Afro-American Cultural Center

The Assistant Deart/Director of the Afro-American Cultural Center at Yale serves as adviser to Yale undergraduates, to graduate, professional and undergraduate organizations, as well as works with Yale alumni. The successful candidate must have demonstrable skills in administration and management with proven experience in working with students, faculty, academic administrators and community groups; the ability to work in this academic setting is of importance.

The Director reports to the Dean of Yale College and is advised by a Board composed of members from the Yale and New Haven communities. An advanced degree is required.

Applicants should send a curriculum vitae and the names of at least three references to Dean Donald Kagan, Yale College, P. O. Box 1604A Yale Station, New Haven, Connecticut 06520 by February 15, 1992. Affirmative Action, Equal Opportunity Employer.

total synthesis of several substituted indole hoterocyclic compounds using bromination, amination, alkylation and photolysis reactions, synthesis of tricyclic inside compounds, and other heterocyclic compounds including pleridise derivatives, unantural aminon nectas and characterize them by UV, IT-MM R and IR spectroscopic methods. Hours: 8:00 a.m. 2:00 p.m. 40 bours per week at \$25,000 per year salary. This is a university position. Must have proof of legal authority to work permanently in the full. S. Please send resums to illinois Department of Employment Security, 401 South State Street-3 South, Chicago, Illinois 60003, Attention; lack Schaffer, Reference of your resumer required. An employer paid advertisement.

Resparchs Research associate to determine tock organic contaminates, e.g., PCB, PAHs and chlorinated hydrocarbons in

Research: Assistant Professor to develop a program to separate flavor compounds which were responsible for pungency of oxions, identify them, and to quantify them to select and develop mild onions for meeting the demand of the freah onlon market. Chemical synthesis and characterization of naturally occurring organo-autifur compounds in onion ilsues, and aspect onion bufbs for those compounds. Perform storage test in various temperatures and CA conditions in order to find the best and most economical storage conditions to external market period and for export of shortday Texas onions. Duties also include identification of chemicals to cause carrots to laste bitter after processing, and screening for carotenoids and nitrates. Multiply and maintain male-sterile onlon lines to test featability of leviside onions suits a timus and maintain male-sterile onion lines to lest feasibility of hybrid onions using a stand culture technique. Also instruct graduale students and supervise lest assistants. Salery 334,000 per year, 40 hours per week. Requires Ph.D. in Horticulture. Apply at the Texas Employment Commission, Bryan, Texas, or send résumé to the Texas Employment Commission, TEC Building. Austin, Toxas 78778, job order 46521491. Ad paid by an Equal Employment Opportunity Employer.



BULLETIN BOARD: Positions available

Dean of the Graduate School

HAMLINE UNIVERSITY, a selective liberal arts Institution, Invites applications and nominations for the position of Dean of the Graduate School. The Dean is the principal academic and administrative officer of the Graduate School. The Dean reports directly to the President of the University and serves as a member of the President's Cabinet and the Academic Deans' Council.

HAMLINE UNIVERSITY: Founded as a liberal arts university in 1854—the first institution of higher education in the state of Minnesota—Hamiline University has a long, proud tradition of commitment to the liberal arts in its undergraduate college, law school, and graduate school. Hamline University's location in the state's capital city of St. Paul is a distinct asset, with a half dozen other private liberal arts colleges and universities and the University of Minnesota within a 15-minute drive. The Twin Cities of St. Paul and Minneapolis are home to a wide range of civic and cultural organizations, numerous Fortune 500 companies, professional sport teams, and entertainment options. Hamline University is an affirmative action, equal opportunity employer.

THE GRADUATE SCHOOL: The Hamiline University Graduate School was established as a selfgoverning unit in 1989, graduate degrees having previously been awarded since 1982 by the College of Liberal Arts. The new Graduate School awards master's degrees in liberal studies, education, and public administration; and it houses two non-degree programs for teachers, a large graduate continuing studies program and a growing center for global environmental education. Approximately 650 students are actively pursuing graduate degrees, and several thousand teachers seek professional enhancement in the graduate continuing studies program. The Graduate School is known for the creative vitality of its disciplinary and interdisciplinary approaches, its commitment to bridging theory into practice, its responsiveness to current public issues, and its partnerships beyond the campus with state and local governments, public schools, arts organizations, public service agencies, and the scientific and technol-

QUALIFICATIONS: The successful candidate should have an earned doctorate, senior administrative experience in a university setting, a record of distinguished teaching, experience with an adult learner population, excellent interpersonal skills, and a commitment to the highest standards of academic integrity within an innovative and growing graduate and professional school. Because the Graduate School is new, there is a unique opportunity for the Dean to exercise strong, visionary leadership and to provide the creative framework for the Graduate School's growth, visibility, and vitality. Expertise in program building, community building, problem solving, and budget supervision is crucial, as is the ability to advocate for and represent the Graduate School within the University and in

CANDIDATE REVIEW: Review of applications will begin January 17, 1992, with the position available immediately but no later than July 1, 1992. Applicants should send a letter of interest, a complete resume: the names, ackiresses, and phone numbers of three references; and a statement of no more than two pages describing their philosophy of an innovative graduate school and the dean's role in a small, private, metropolitan liberal arts university to: Dr. Kent Eklund, Chair, Graduate Dean's Search Committee, Hamiline University, Mail Box 19, 1536 Hewitt Avenue, St.

ASSOCIATE DEAN

The Johns Hopkins University

School of Hygiene and Public Health

Nominations and applications are invited for the new position of Associate Dean for Professional Programs at the Johns Hopkins School of Hygiens and Public Health. Applicants for this position should be persons with extensive experience in the public or private sectors rotated to planning, managing and evaluating programs for the promotion of the health of the public. The person holding this position will be involved with a wide spectrum of academic, research and service activities in the School with special emphasis on restructuring the Doctor of Public Health degree program. This Associate Dean will also hold leadership responsibilities for interactions with community groups and other organizations outside the University.

Nominations, applications, and inquiries should be directed to Dr. Elyth Schoenrich, Chair of Search Committee for the Associate Dean for Professional Programs, The Johns Hopkins University School of Hygione and Public Houlth, Room 1020, 615 N. Wolfe Street, Baltimore, Maryland 21205.

resumé required.

Reserch/Blochemistry: Staff acientist to pursue research on biomolecular structural investigations of enzyme mechanisms and to teach course enzyme mechanisms and to teach course in the Department of Biochemistry and Biophysics, ranticularly advanced laboratory courses. Background in large scale protein purification, oversespression, site directed mutagenesis, enzyme tinciles and fermentation and MMR strongly praferred. Must have Ph.D., at teast two years postdoctural training and record of productive research. Send letter of application, curriculum vitue nod names of three referees to Dr. J. Evans, Department of Biochemistry/Biophysics, Washinston Sinte University, Pullman, Washinston Sinte University, Pullman, Washinston Hold-4600, W3U is an EONAA coucair and employer. Frotected group means accouraged to apply, Application deadline: Bannary 13, 1992.

Hahnemann University

DEAN OF THE SCHOOL OF **HEALTH SCIENCES AND HUMANITIES**

Hahnemann University invites nominations and applications for the position of Dean of the School of Health Sciences and Humanities.

THE UNIVERSITY

Hahnemann University is a modern, progressive health sciences institution located in "'dynamic center city Philadelphia. Hahnemann is comprised of the School of Medicine, the Graduate School, the School of Health Sciences and Humanities, and Hahnemann Hospital, a 616-bed tertiary care center. Approximately 2000 students are matriculated in the three schools of the University, with over 900 students enrolled in the School of Health Sciences and Humanities. The School of Health Sciences and Humanities offers Bachelor and Associate degrees in 13 health sciences and health related professions programs. The School of Health Sciences and Humanities faculty currently numbers over 75 full-time instructors and more than 150 clinical faculty members.

THE POSITION

The Dean of the School of Health Sciences and Humanities will assume responsibility for all aspects of the School including developing academic programs, promoting scholarship and faculty development, maintaining quality control of the educational functions, and developing/implementing long range plans for program and fiscal management. Additionally, the Dean will be expected to oversee present, and develop future, articulation agreements with other academic institutions. The position reports to the Senior Vice President and Chief Academic Officer of Hahnemann University.

QUALIFICATIONS

Candidates should demonstrate excellence in health sciences education, scholarship and leadership and an extensive background in the planning and implementation of health sciences educational programs. An earned doctorate with credentials for full professor in a University department is required, as is a reputation and record of significant scholarship and research accomplishments. The vision to establish innovative programs in response to a changing healthcare environment is also expected.

APPLICATION OR NOMINATION

Applications and nominations will be accepted until March 1, 1992. Applications or nominations should include a letter of interest and a curriculum vitae. Letters of application or nomination should be sent to:

Dr. Pamela Buccelli

Chair, Search Committee for Dean, School of Health Sciences and Humanities

HAHNEMANN UNIVERSITY

SHSH Building, Mail Stop 505 15th & Vine Streets, Philadelphia, PA 19102-1192 215-448-7176

Hahnemann University is an Equal Opportunity, Affirmative Action Employer and invites and encourages applications from women and minorities.

DEAN OF RESIDENCE

Dean Of Residence

Due to an expansion of staff, Milton Flershey School, an independent, coeducational broading school for motivated children from low-income families with a K-12 enrollment of 1150 students, invites applications to fill the position of Dean of Residence. This executive level position requires the responsibility, leadership, and direction of a residential program encompassing 89 student residences and 200 employees. A minimum of 10 years' experience in a residential setting and a Master's degree (doctorate preferred) in thild development or psychology is required. Demonstrable communication and leadership skills are also requisites. Excellent benefits, an atmosphere conductive to achievement, and a competitive salary scale are offered. Milton Hershey School is an aggressive affirmative action employer. Qualified applicants should submit a fetter of application and résume no later than January 24, 1992 to: Charles K. Francis, Oirector, Human Resources, Milton Hershey School, Founders Hall, Hershey, PA 17033-0830.

Ph.D. in biochemistry. Also need two years' experience with H.P.L.C., Specificscopy (ESR. IR and UV-VIS, RIA. Western and Southern Blottins, S1,840 per month, 9:00 a.m. through 5:00 p.m., furly fourn weekly. Most have proof of legal authority to work permanently in the U.S. Send résumés to: Illinois 06005; Altention Anna B. Smith. Reference No. V.I.A.172-V. Employer paid ad. Two copies of your résumé required.

Research/Blochemistry: Staff scientist to pursue research on bomolecular structural investigations of enzyme mechanisms and to teach courses for the Department of Blochemistry and Blophysics; particularly advanced laboratory courses. Backgraund in large scale protein purification, oversyments, and office of protein purification and NMR strongly praterned. Must have Ph.D. at least two years' postdoctoral training and encord of productive research. Send letter of application, curriculum vitae and names of three referees to: Dr. J. Evans, Department of Blochemistry modern protein purification and condition of productive research. Send letter of application, curriculum vitae and names of three referees to: Dr. J. Evans, Department of Blochemistry and Blochemistry palmosolity on the protein protein

Research/Ceramics Post Doctoral Fellow.
This Post Doctoral Fellow will develop and engage in research on the computer simulation of extrusion of electrical percelains. Well evaluate various computer techniques on FC. Sun Microsystems, and VAX System for the simulation of extrusion problems and write computer programs. Will n

rransport in bacteria. Requires either a Ph.D. degree or M.S. degree with three Ph.D. degree of Ph.D. deg

Charlottesville, Virsinia 2300. Ad extraction opportunity, affirmative action esoployer.

Research/Biological Sciencer Research Asistant, 40 hours/week. 9:30 a.m.:5:00 p. m.: \$21,254/veez. Conduct research on cell growing regulation factor which coactors heart size and maturity. Principles and techniques: RNA and DNA hybridization; idologe random primer labelines: RNA and DNA hybridization; indication principal products. RNA and DNA hybridization; indication principal products and maturity. Principles and indicative highlights are also conduct independent research of the cologor random primer labelines: RNA and DNA hybridization; immuno-labeling; mutagenesis. Master of Science in Biological science as well as two years' experience as a Research Assistant or Visitings and Science as well as two years' experience as a Research Assistant or Visitings and Science as well as two years' experience on as a Research Assistant or Visitings and DNA hybridization; radioactive Isolope labelias; CSC1; gradient ultracentridues; immunoprecipitation of mombrane profering mutageness and estimation of professional journal on per in scientific or professional journal or per journal or famployment Scentify, 40 particular professional per journal or famployment Scentify, 40 particular professional per journal of famployment Scentify, 40 particular professional per journal or famployment Scentify, 40 particular professional per journal or famployment Scentify, 40 particular professional per journal or famployment Scentify, 40 particular profession

MEMPHIS STATE UNIVERSITY

DEAN Loewenberg School of Nursing

Memphis State University invites nominations and applications for the position of Dean of the Loewenberg School of Rursing which offers a BSN program and has expanded to admit generic as well as RN students. The successful candidate for the dean's position should have the following qualifications: canned doctorate with at least one graduate degree in Nursing or a related field: appropriate administrative experience in nursing education, preferred level as chainperson or dean; an established record of scholarly research to quality for full professorable ability to communicate effectively with diverse constituencies; commitment to faculty, research, and student development. The salary is competitive and negotiable. Possible starting date is July 1, 1992. The review of applications will begin on Planch 1, 1992, and continue until the search committee makes its recommendations. Women and minority candidates are encouraged to apply. Applications should consist of letter indicating interest and qualifications, a current curriculum vitee, and three letters of professional references to.

An Equal Opportunity, Affirmative Action Employee

Research/Chemistry: Research Associate to perform extractions, separations, derivalizations, surface reactions, synthetic organic chemical methodologies and chromatographic studies of mycotoxins such as almosthes, fumonishes, dearynivalegol, etc. Develop novel techniques for the detection and identification of mycotoxins such as almost in the state of mycotoxins and environmentality significant chemicals in food and feed. Utilize a variety of sophisticated methods to accomplish these objectives, to include: organic and bio-organic techniques, spectral elucidation of structure, and success responsibility for local process of the success of detection and identification of mycotoxina. Salary \$3,151.80 per menth, 40 hours per week, Requires Fh.D. in Chemistry, and one year related experience in research in Mass Spectrometry and Nuclear Magnetic Resonance. Apply at the Tuxas Employment Commission, TRG Building, Austin, Texas, co send remained to the Texas Employment Commission, TRG Building, Austin, Texas 78778, fob Order \$6521492. Adventagement paid by an Equal Employment Commission, TRG Building, Austin, Texas 78778, fob Order \$6521492. Adventagement paid the property of the prope



1,045 is at an all-time high. Its 200-acre

growing Northwest Arkansas

The Senior Vice President and

Academic Dean will be a new

position at the University. He or she will have responsibility for

management of the daily affairs

of the campus and direct

campus is in a lovely community in the

administrative divisions on campus will report

region.

John Brown University SENIOR VICE PRESIDENT AND ACADEMIC DEAN

The President and the Board of Trustees of | facilities. The financial position of the John Brown University invite nominations and University is sound, undergirded with a applications for the position of Senior Vice President and Academic Dean. significant endowment. The enrollment of

Brown University nondenominational, four-year, coeducational Christian college founded in 1919, accredited by North Central Association of Colleges and Schools and National Council for the Accreditation of Teacher

Education. The University has a strong tradition of excellence in threshold responsibility for all academic areas. All other education, one which contributes dynamically to the intellectual, spiritual and occupational directly to this person. The Senior Vice effectiveness of its graduates. The campus President and Academic Dean will report to offers modern, well maintained grounds and the President of the University.

Qualifications include: an earned doctorate

tive or more years of successful administrative experience, preferably in a Christian college or university
college or university
strong communication skills
sbillty to articulate the integrative mission of the Christian college
commitment to the balance of professional and liberal arts programs distinctive of the

Send nominations or applications to: Office of the President John Brown Universit

Siloam Springs, AR 72761 The deadline for receipt of materials is February 28, 1992. Position to be filled July 1, 1992, or as soon thereafter as possible.

John Brown University is an equal opportunity employer

DEAN OF STUDENT SERVICES Ciearwater Campus

(Position Reopened)

St. Petersburg Junior College is re-advertising its position for Dean, Student Services, Clearwater Campus. Requirements include: A Doctorate degree in Education. Guidance. Education. Administration, or Psychology and five years' experience with three years of junior college experience in progressively responsible positions related to student services or activities. Deadline for applications: January 31, 1992. Please call Janet McCabe at 813-341-3232 for more information.

EOE

DIRECTOR

Kuskokwim Campus, University of Aleska-Fabbanis, located in Bethel Alaska. The Director is the chief administrative officer of the Campus reporting to the Dean of the College of Rusal Alaska, UAF. The Director, in cooperation with the faculty and the Russlowim Advisory Council, is responsible for providing academic leadernhip and developing institutional and program plans responsive to the needs of the Yukon Russlowim Detta. For detailed position announcement and application packet contact Personnel Kuskotwim Campus, Box 368, Bethel, AK 99559, Teluphone (997) 543-4533, FAX (907) 543-4527. Closing date: February 14, 1992. AA/EEO.

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA SCHOOL OF HOTEL & RESTAURANT MANAGEMENT (SHRM)

Associate Dean, 12-Month Management Position \$38,208-\$90,504

The primary responsibility of this position is to act as the Academic and Student Affairs Officer for the SHRM. Other responsibilities are coordination of administrative functions, including strategic planning, budgeting personnel scheduling and management, facilities management, allocation of resources, and general problem solving.

A terminal degree is required as well as a minimum of seven years of professional experience. This experience should be comprised of: 1. A minimum of two years' teaching experience at the university level. 2. Management or administrative experience in industry and/or education. 3. Hospitality teaching, management experience and/or administrative experience is desirable.

This individual must have an ability to be responsive to increasing ethnic diversity, international character, and educational equity goals of the Uni-Send letter of inquiry, résumé and the names of three current references

Dr. Lesile Stevens Weinberg Chairperson, Search Committee School of Hotel & Restaurant Management California Stato Polytechnic University 3801 West Temple Avenue Pomona, California 91768-4083 (714) 869-2267

Position closes February 15, 1992. Cal Poly is an BO/AA educator and employer.

Research Chemistry: Post-Doctoral Associate. Dutler: investinate the permeability
of experimental drug substances, particularly regulde and protein fragments, across
an la vitro mone-layer ceti culture model of
the blood-brain barrier. Characterize
mone-layers and conduct drug transport
experimentation. Develop liquid chromatostraphic assay methodology for the substances under investigation. Use of fluorescence apec truscopy techniques to eller
membrane structures/permeability characteristics; interpret experiment results.
Missimain requirements: Ph.D. (or completion of all coursework therefore) in Chemistry, with concentration in Biosnatylical
Chemistry; and proficiency in reversed
phoas, too-exchange, afficity, and size excrusion chromatographic methods; cell-culture techniques; radio-tracer methodology;
and fisorestence spectroscopy. 40 hours
week, \$25,0007 var. Must have proof of legal authority to work in the United States.
The Lob order namber for this job orportunity is RS 190003. Please poply at Law-The lob order number for this job orgorus hity a KS 1903093. Please apply at Law-renos disparament of Human Resource Office, B3 Ohio, Lawrence, Kansas 6604-05369; 913-843-0531, or refer to lob order number when submitting a résumé to the above-referenced office. Do not submit résumé to Alten Certification Officer.

Research/Chemistry: Postdoctoral position in medicinal chemistry: Experienced in synthesis, parification, and characterization of position of position; and characterization of position of position of machine in a second involves radiolabeled peptides for nuclear medicine diagnostic-atidise. Deadline for application is Petrility; 1, 1992; annual aslary \$35,000, Send ournication vitace and addresses of three references to: Dr. M. Mokolovit, University of Pitteburgh, School of Pharmary, 519 Salk Hall, Pittsburgh, Penneylvania 15261. The University of Pittsburgh is an

GEORGE MASON UNIVERSITY DEAN

Graduate School of Education

George Mason University's Graduate School of Education seeks a leader who understands the critical policy and practice issues facing today's educators. The dean must help the School and University prepare top quality teachers and educational leaders who can meet the challenges of the 21st century. Conventional academic credentials are less important than demonstrated commitment to public education and a track record of successful leadership and management of people and resources. Successful candidates must demonstrate ability to function effectively in multicultural, glubally interest typical of senior faculty are desirable but their absence does not rule out candidates who are otherwise strongly qualified for leadership of the School. Send applications and nominations by February 15, 1992 to 17. Suzanne Swope. Office of the Provost, George Mason University, Fairfax VA 22030. AA/EEO employer.

Salary \$30,000 per year, forty hours per week. Requires Master of Scionce in Computer Science, and must have completed graduate coursework, or the equivalent, in the areas of strikical intelligence and expert systems. Apply at the Peans Employment Commission, Bryan, Texas, or send reasured to the Texas Employment Commission, Total Science of the State Supplyment Commission, TGC Building, Austin, Texas 78778, Job Order \$6521472. Ad paid by an Equal Opportunity Employer.

SERVICE SERVICE SERVICE STATE OF THE PROPERTY OF SERVICE A found by an Equal Opportunity Employer.

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Aftirmative Action, Equal Opportunity Employer.

Agreearch/Leeristry: Senior Research Advanced Tisself Service State Psychology, the Continuous Cont

pression. These studies involve molecular biological approaches such as dot-biot and northern analysis of RNA, preparation of cRNA grobes by in vitro transcription and cRNA grobes by in vitro transcription and commission of radiolabeled RNA, hundling ambifications, construction of recombinate plasmids and analysis of core openius of pression and passing such analysis of core openius of pression and presentation of the results at seminars and providing guidance for publication and presentation of the results at seminars and providing guidance of graduals and saist in providing guidance of graduals and graduals

Research/Medicine Ros

EXECUTIVE DIRECTOR ASSOCIATE DEAN CME

Nominations and applications are being accepted for the position of Associate Dean for Continuing Medical Education at East Carolina University School of Medicine. The individual will also serve as Executive Director of the Eastern Area Floatth Education Center

The CME Associate Dean has responsibility for the supervision and management of the ECU School of Medicine CME program, and is closely involved with the school's outreach programs.

The EAHEC Executive Director is responsible for the operation of a multidisciplinary program of continuing education serving a 23 county area of Northeastern

Candidates are expected to have an M.D. degree and experience in medical practice, academics, CME and a significant background in administration.

Screening for the position begins April 1, 1992. Proper Verilication of Identity and Employability and official transcripts are required at the time of employment. East Carolina University and Eastern AHEC are Equal Opportunity Affirmative Action entitles and as such encourage applications from minorities and women. Interested applicants should send a resume along with three (3) letters of recommendation in along with three (3) letters of recommendation to: Rafsel C. Sanchez, MD, Chairman, Search Committee, ECU School of Medicine/Eastern AHEC, Post Office Box 7224, Greenville, North Carolina

DEAN Sea Education Association

Applications are invited for the position of Dean at the Sea Education Association, SFA is a small non-profit edin attorial organization dedicated to providing academic programs about the sea. Its major emphasists on undergraduate programs. Sea Semester and Maritime Semister, it also offers a number of programs for high school students, science teads on and adults. Most programs to chiefe a sea component on bond one of SEA's two sailing research vessels. The Bicataval and the Contil Count.

5EA seeks candidates who will welcome the multiple challenges of SEA seess candidates who will welcome the numiple cromenges we administering academic programs, supervising and evaluating course, faculty and shidents, and developing and implementing multidistiplicately curricula and programs. The Dean is responsible for the quality of SFA's programs and faculty and supervises all student services, including recruitment, admissions, and facial citate. The Dean report discibitor becautive Director and plays a major role in the governance of SFA.

Essential quality attors include a declarate preterably in a marine/mattime field, a manimum of three years' experience to academic administration, a record of sure cosful traching at the undergraduate level, excellent interpersonal and leadership skills, a strong interest in marine or mattime education, and a commutation to be A's educational approach of integrating academic studies with experience chased learning. Additional preferred qualifications include experience at sea, a record of success in obtaining external support for scholarly or educational activities, and an understanding of fiscal management procedures.

Applications and nonneger for the peace track learning should be

Applications and nonneces for this year round position should in-lude a curriculum vitae, and the names, addresses and phone numbers if three references, and should be sent by 1 February 1992 to

Sonja Brewer, Charrperson Search Committee for Dean Sea Education Association P. O. Box 6 Woods Hole, MA 02543

SEA is an Equal Opportunity Employer.

Proof of legal right to work in United States

Research Neurophysiology: Research Abrainte, 37.5 hours week, \$ 30 a.m. to 50 p.m.; \$21.700 year. Job requires: \$ 10 or in \$50 p.m.; \$21.700 year. Job requires: \$ 10 or in \$10 degree, with mape field of such is Mediacue ur Neurophysiology, and \$10 research's expensers as a Neurophysiologial Job also requires \$10 expenses and tochade expenses performing electrophysiologial pole and expenses performing electrophysiologial properties and tochade expenses, performing electrophysiologial properties and force publications in trademissions and force publications in department electrophysiological recording students in the rate nervous system both a vyto and in vitro Conduct system to the new publications of phase recording strenges of phase research mistrophysiological composeds. Designed recording strenges and electrophysiological composeds. Designed receive mistrophysiological composeds. Designed and electrophysiological composeds. Designed and electrophysiological composeds and phase and careful mistrophysiological composeds.

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THE STATE UNIVERSITY OF NEW JERSEN **RUTGERS**

BULLETIN BOARD: Positions available

RIITGERS, THE STATE UNIVERSITY OF NEW JERSEY

VICE PRESIDENT FOR RESEARCH AND GRADUATE EDUCATION AND DEAN OF THE NEW BRUNSWICK GRADUATE SCHOOL

Rutgers University Inviters numinations and applications for the position of Vice President for Research and Graduate Education and Dean of the New Brunswick Graduate School.

Rutgers University is a comprehensive public research university with cam-puses in Camden, Newark, and New Brunswick. The Office of the Vice President for Research and Gradinate Education and Dean of the New Bruns-wick Graduate Schuol will be located in New Brunswick. The University enrolls over 47,000 students in 26 schools and colleges. enrolls over 47,000 students in 26 schools and colleges.

Dutles: This position will report to both the University Vice President for Academic Affairs and to the Provost of the New Bronswick campus. In his/her role of Vice President for Research and Graduate Education, the Individual will advise the University Vice President for Academic Affairs on all matters pertaining to the advancement of the research mission and graduate education university-wide. As Dean of the New Bronswick Graduate School, the individual will report to the Provost of the New Bronswick campus on all matters relating to the Graduate School in New Bronswick.

matters relating to the Graduate School in New Brunswick.

The following areas will report to the Vice President for Research and Graduate Education and Dean of the New Brunswick Graduate School: Research Administration, the New Brunswick Graduate School, Corporate Liaison and Technology Transfer, Laboratory Animal Services, and special projects. In addition, the Vice President for Research and Graduate Education and Dean of the New Brunswick Graduate School will assist the University Vice President for Academic Affairs in development activities, legislative and federal relations, and special projects. The Vice President will also work closely with the Provosts of each of the three campuses to strengthen the University's research and graduate education missions, and will provide a leadership role in representing those interests to external constituencies.

in representing those interests to external constituencies.

Qualifications: Earned ductorate and strong record of academic research and publication, excellence in teaching, and service is required. Candidate must be eligible for tenured protessor rank within an academic department. The successful candidate should have experience with state government relations, academic administration, and sponsored research. He or she should possess strong leadership skills and the ability to be an effective spokesperson for research and graduate education interests. An ability to work well with others within a collegial governance structure is essential.

Letters of applications or nomination, including a current vita and the names, addresses and telephone numbers of tive references should be sent to:

Search Committee
Vice President for Research and Dean
of the New Brunswick Graduate School
Office of the President
Old Queen's Building Rutgers University New Brunswick, NJ 08903 Employment eligibility vertication required. ifilmative Action, Equal Opportunity Employer.

Submission of Applications: Deadline: January 31, 1992.

San Francisco Art Institute **DEAN OF ACADEMIC AFFAIRS**

The San Francisco Art Institute (SFAI) is the only degree granting college in the nation solely dedicated to the time arts. It provides an innovative education in the time arts through BFA, MFA and non-degree programs that stress investigation, diversity and personal growth. The Institute offers majors in filmmaking, performance and video art, as well as painting, printmaking, photography, sculpture and ceramic sculpture. A specialized Humanites Program complements the studio art education, including courses in Science, Music, Psychology, Aesthetics, Literature, and Art History.

SFAI enrolls 725 students from the U.S. and 28 countries. There are 47 regular faculty who are practicing artists as well as teachers. They, together with the Institute's alumni, have played a leading role in the shaping, continuity and transformation of art in the San Francisco Bay Area since the 1870's.

The Dean of Academic Affairs is the chief academic officer of the Institute. He/she is responsible, in consultation with the faculty, for the development, implementation and administration of all academic programs including the library, curriculum and selection of faculty and academic administrative staff.

The Dean's essential task is to provide artistic and academic leadership which recognizes the unique nature of the college, reflects the diversity of its artists, is formulated through a fully consensual process, and enables the institute to continue its impact on the contemporary art world in ways that live up to its rich tradition. The Dean's own experience should be rooted in both practice and teaching, and he/she should have standing in the contemporary art community sufficient to engender institute confidence and to attact top artists.

The successful Individual should have solid administrative skills, including program development and planning experience. He/she should have a management style that accommodates a highly participatory governance tradition, and he/she should be able to function effectively in a decentralized environment. Candidates' past experience should demonstrate commitment to increasing diversity at all levels of the Institutions served, and they should be versed in traditional as well as interdisciplinary approaches to line arts education.

APPLICATION PROCEDURE: Candidates should have MFA or equivalent. Vitae and/or nominations should be sent by January 31, 1992 to: Dean Search Committee, President's Office, San Francisco Art Institute, 800 Chestnut, San Francisco, CA 94133-2299. Applications should include a list of live references. AA/EEO. Minurities and women are strongly urged to apply.

Research/Pharmacology: Associate posi-tion available in the Department of Prarma-cology at the University of Vinginia Duties include designing and carrying out inde-pendent asperiments of catecholominespic mechanisms in CNS control of cardiovas-cular and respiratory activities and writing research reports. Techniques to be used in-clude electrophysiological recording "in vivo" and "in vitro", histological tracing and computer analysis of data. Applicants

must have a Ph D. or M.D. degree with at least two years of post-doctoral experience, they must have a strong background in neuroanatomy and acurophysiology, especially in CNS control of cardiovascular and respiratory activities, and must be knowledgable in catecholamine biochemistry and physiology. Familiarity with slectrophysiological techniques is required. \$24,000/year, 40 hours/week. Send resumed and three references by February 10, 1992 to Dr. Pairice G. Guyenet, Department of Pharmacology. University of Virginia, Charlottsville, Virginia 22908. This is an REOVAA employer.

VICE CHANCELLOR AND DEAN. GRADUATE STUDIES AND STUDENT ACADEMIC AFFAIRS

University of California, San Francisco

The University of California, San Francisco, invites nominations and applications for the position of Vice Chancellor and Dean, Graduate Studies and Student Academic Affairs.

UCSF is the only one of nine campuses of the University of California that is devoted solely to the health sciences, including professional schools of dentistry, medicine, nursing, and pharmacy, and a graduate division. In addition to offering advanced degrees in the health professions, there are twenty-two doctoral programs in the biological and social and behavioral sciences related to human health.

As Dean of Graduate Studies: provide strong leadership for graduate programs in the four schools; oversee administration of all matters concerned with the academic progress and general welfare of graduate students; coordinate long-term planning in graduate education and development of new programs; develop and administer policies and services for postdoctoral research training programs.

As Vice Chancellor, Student Academic Affairs; coordinate student aftirmative action programs, including recruitment and retention of students from traditionally underrepresented groups; oversee administration of academic support services to the schools and graduate division, including admissions and registrar, student financial aid, services to international students and scholars.

Applicants or nominees must hold a Ph.D. or M.D. degree (or equivalent). Evidence of scholarly achievement in teaching and research is required. Proven leadership ability in the administration of graduate and postdoctoral education is essential. The successful candidate must be eligible for faculty appointment and tenure, with the opportunity to continue an active

Negotiable and commensurate with qualifications

Position open: July 1, 1992

Consideration of applications will begin February 15, 1992. Letters of application or nomination, with complete curriculum vitae, bibliography, and names of three references should be sent to:

Ms. Janice Babula Search Committee, Vice Chancellor and Dean Box 0400 University of California San Francisco, CA 94143-0400

UCSF is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

HOWARD UNIVERSITY Dean

College of Fine Arts

Howard University is seeking an experienced academic leader with creativity, vision, integrity and an awareness of the characteristics which define the African American intellectual and artistic tradition for the position of Dean of the College of Fine Arts. The Dean is the chief academic officer of the College and reports directly to the Vice President for Academic Affairs. The College of Fine Arts consists of the Departments of Art, Music, Theatre Arts, and (a non-degree program) in Dance. It offers the Bachelor of Fine Arts and Master of Fine Arts degrees in Art; the Bachelor of Fine Arts in Theatre Arts; Bachelor of Music degree and Master of Music degree in the Dupartment of Music. The College is composed of 76 full- and part-time faculty and currently enrolls 450 students.

The College of Fine Arts is seclaimed for its University Choir, Jazz Bosemble, Marching Band, Howard Players and Dance Ensemble. The College siso houses the Howard University Gallery of Art, which reposes one of the largest collections of African and African American visual art in the world. Nominations of qualified candidates are solicited and should be submitted as soon as possible by forwarding the name, title, telephone number, and current address. Candidates should submit a letter of application, a curriculum vitae and names, addresses, and telephone numbers of five references by January 24, 1992. All pertinent material should be addressed to:

Dr. Tritobia H. Benjamin, Chair Dean Search Committee P. O. Box 961, Administration Building Howard University Washington, DC 20059

Howard University is an affirmative action, equal opportunity employer.

year. Conduct experimental research on a new class of electro-rheolony (BR) fluids. Apply He-Ne and Argon lakers and electronic methods to measure flow velocity, particle distribution and viscosity undervarious conditions. Use scattering toderunic the structure of induced ER solid and characteriza the system, Perform computer simulation on BM3990 (vectorized) to model new ER systems. Design/build computerized automatic measurement, systems. Investigate the properties of ER fluids under high voltage. Search for new ER materials. Ph.D. in Physics as well as two years excented automatic measurement of Employment Becurity, 401 South States. Send research ansistant required. Associate or Research Assistant required studies under Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research South, Chicago, Illinois processory of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research and the Utility of Employment Becurity, 401 South States. Send research South, Chicago, Illinois 60003, Augustion: Eleanor Read, Reference South Chicago, Illinois 60003, Augustion: Eleanor Read, Reference South Chicago, Illinois 60003, Augustion: Policy of Employment Becurity and South States. Send research South Chicago, Illinois 60003, Augustion: Policy of Employment Becurity and South States. Send research South Chicago, Illinois 60003, Augustion: Policy of Employment Becurity and South States. Policy of Employment Becurity and South States. Policy of Employment Becurity ties of Eri filius success.

for new ER materials. Ph.D. in Physics as well as two years' experience as a Research Associate or Research Assistant required. Previous experience must include laser applications; use of 1804/3909 (vectorized) computer; analogidistic electroates to designabuld automatic measurement systems; research in fow-temperature experimental physics (cryosenics). Must have proof of legal authority to work permanenty in the United States, Send résunés to Illinois Department of Employment Security, 401 South State Street—3 South (Lineago, Illinois 60605, Attention; Maxing Counts, Reference SV-IL-4629-C. No calls. An Employer Paid Advertisement.

Agrerusement.

Research/Physics: Postdoctoral position in Theoretical Atomic and Molecular Physics/ Nordinear Dynamics. Applications are invited for an anticipated position as Postdoctoral Research Associate. Current research deals with quantum manifestations of classical profer and classical choot, structure of periodic orbits and their effect on quantum spectras, and behavior of atoms and molecules in strong electric and magnetic fields. The appointment will be for a period of one year, but may be requested insutually agressable. The salary will be between \$25,000 and \$13,000 depending upon experiences of the candidate and available funding. Send resume to Professor John B.

Vice President for Academic Affairs and Research and

Dean of the System Graduate School UNIVERSITY OF COLORADO SYSTEM

The Vice President for Academic Affairs and Research and Dean of the System-wide Graduate School is the principal Academic Affairs and Research officer of the University of Colorado System and reports directly to the President of the University. The University of Colorado is a four-campus system with general campuses in Boulder, Colorado Springs, and Denver and a Health Sciences Center in Denver. The four campuses enroll over 40,000 students of whom 10,000 are seeking advanced degrees. Faculty members at the four campuses currently attract over \$200 million annually in externally sponsored awards and grants. The Vice President's office is housed in the Office of the President, located in Boulder.

The Registers for Academic Affairs and Research works with the four

The Vice President for Academic Affairs and Research works with the four Chancellors and other campus officials in coordinating the development and review of undergraduate academic programs and graduate/professional programs. In addition, this officer is expected to assume a leading role in promoting teaching, research, creative work, and public service within the University System, and in promoting ethnic and cultural diversity. The Vice President also represents the University and its values in a broad array of external areass.

As Dean of the System-wide Graduate School, this individual is the chief academic and administrative officer of the University-wide Graduate School. He or she is responsible for the overall management and effectiveness of the Graduate School programs, is the chair of the Graduate School Executive Committee, and is the presiding officer for meetings of the Graduate School faculty. Specific responsibilities include insuring compilance with University-wide Graduate School standards for faculty appointment and student admission and graduation requirements; approving new degree programs and majory, modifications in curriculum: promoting cooperative relationships in research and instruction among the campuses and among colleges, schools, and departments; working with campus deans of the Graduate School: promoting ethnic and cultural diversity; and resolving multi-campus issues and problems.

ethnic and cultural diversity, and resolving multi-campus issues and problems.

Qualifications: The candidate must be an established scholar, eligible for a tenured appointment and an appointment to the graduate school faculty, and must have demonstrated abilities to (a) deal effectively with Internal and external constituencies, (b) stimulate faculty research, and (c) promote undergraduate and graduate teaching. Destrable qualifications include: significant administrative and research experience, familiarity with multi-campus university systems, demonstrated success in promoting and supporting diverse populations, and experience in graduate school program development.

Salary: Salary will be competitive and commensurate with experience. The University of Colorado has a strong institutional commitment to the principle of diversity. In that spirit, it is particularly interested in receiving applications from a broad spectrum of people, including woman, members of ethnic minorities, and disabled individuals.

Please send letter of application, curriculum vitae, and names and addresses of

Mark Walt
Executive Officer to the President
Campus Box 27
Boulder, CO 80309-0027

The search committee will begin evaluating applications and nominations on January 31, 1992.



CREIGHTON UNIVERSITY

Creighton College of Arts and Sciences

Associate Dean: The University Invites applications of qualified candidates for the position of ASSOCIATE DEAN of the College of Arts and Sciences. The Associate Dean supervises the regular business of the College office (including class enrollments and publications), advises the Dean on college management, works with departments to meet college needs (including faculty and curriculum development), helps develop academic policies and practices for faculty and students, and implements and enforces the same. In fulfilling these duties, the Associate Dean is directly responsible to the Dean of the College, and often represents the Dean's Office to the University computation and bettond

responsible to the Dean of the College, and often represents the Dean's Office in the University community and beyond.

Candidates must qualify for an appointment as a tenured assistant professor in a discipline in the College. In addition, candidates must be able to provide academic and administrative leadership as part of a dean's office team. They must have a demonstrated commitment to the pursuit of excellence in teaching, research, and service, and must be able to work constructively and communicate effectively with other administrators, faculty, students, and external constituents.

Salary is competitive. Deadline for receiving applications is february 1, 1992. Applicants should send a letter of interest, a current vita, and the names of at least three references to:

Dr. Richard R. Super Chair, Associate Dean Search Committee Creighton University California at 24th, Omaha, NE 68178

Women and minority applicants are especially encouraged to apply.

Delos, Department of Physics, College of William and Mary, Williamsburs, Virgania 23185. The University is an EUO/AA co-ployer and specially encourages women and minorities to apply. Review of applications begins Pebruary 3, 1992 and continues until the position is filted.

Research/Radiology: The MRI Center of the Department of Radiology of a university teaching hospital is assisting candidates for immediate appointment as Research Asso-ciate (Instructor). A Ph. D. and three years of post-doctoral work in experimental ru-ckers magnetic resonance physics as well as proof of permanent legal authority to work in the United States are required. This Indi-



California State University, Losaro invites nonmations and applications the position of Provinst/Vice President for Academic Adains.

the position of Provost/vice President for Academic Afairs.

RESPONSIBILITIES: As the ranking academic officer of the University of Provost/vice President for Academic Afairs reports to the President to Academic Afairs reports to the President to Academic Afairs reports to the President for Charged with the responsibility for providing dynamic leadership indictional pathey development, academic pather to all evaluation of the responsibility of the president programs of the capits in books and other academic units of heuses, by the implementation of these responsibilities is a complished with assistance of a professional staff and in consultation with the schology university faculty committees and the academic senate.

assistance of a professional start and in consummor win meschool of university faculty committees and the academic senate.

QUALIFICATIONS: The successful capitulate will have a distinguished of the construction of the successful capitulate will have a distinguished or a distinguished or a successful capitulate will have a distinguished or a successful capitulate will be also capitulate will be a successful capitulate will be

California State University

An Equal Opportunity, Affirmative Action Employ

PROVOST/VICE PRESIDENT

FOR ACADEMIC AFFAIR

Fresno

of Textiles&Science

VICE PRESIDENT OF ACADEMIC AFFAIRS

After four and one-half years at Philadelphia College of Textiles and After four and one-half years at Philadelphia College of textues and Science. Dr. Esther Barazzone is leaving to accept the presidency of Chatham College in Pirisburgh. Her predecessor at PCT&S also left to assume a college presidency. The College is therefore seeking an exceptionally able and dedicated administrator to serve as the College's

B78/BULLETIN BOARD: Positions available

Responsibilities will include cost-effective, efficient and productive management of instructional programs; budgeting and planning for instruction and academic support; faculty and staff recruitment and development, review and assessment of student academic performance; and curriculum development and review. Responsibilities also include management of continuing education, the computer center, the library and the international textile and design center.

The Successful Candidate will have an earned declorate. She/He will demonstrate a firm commitment to academic excellence in both professional and liberal education, and demonstrate proven skills in proressional and interal education, and demonstrate proven skins in program and faculty development, written and oral communication and institutional management. Equally important, her/his with will show a professional career founded upon spritted inquiry, open-mindedness and high expectations of self and others. She/He must be able to work closely with the College's faculty and each member of Bestident's Compell

Philadelphia College of Textiles and Science, founded in 1884, is an independent, coechicational, fully accredited, four-year college, nationally recognized for its professional programs in business administration, architecture, interior design, the sciences, fashion, apparel and textiles. Unique in its relationship to American industry, the College has a strong reputation for leadership in developing new academic and research programs to serve America's emerging business. academic and research programs to serve America's emerging business needs. Offering a well-rounded undergraduate experience on more than 90 park-like acres in the East Falls section of Philadelphia, the College also offers an MBA and MS degrees in textiles, taxation and computer science. The College offers a co-op option and evening classes on the East Falls campus and a branch cranpus located in Bucks County. The College enjoys broad support, a strong financial position and an aggressive admissions program.

Applications and nominations (including resume and three references) must be mailed by February 14, 1992 to:

Academic Vice President Search Committee Academic vice President Seaten Commune c/o The President's Office C/o The President's Office C/o The President's Office School House Lane and Henry Avenue Philadelphia, PA 19144

PCT&S is an affirmative action, equal opportunity employee.



VICE PRESIDENT FOR RESEARCH AND DEAN OF THE GRADUATE SCHOOL

NORTHWESTERN UNIVERSITY EVANSTON AND CHICAGO, ILLINOIS

The Vice President for Research and Dean of The Graduate School is a senior central administrative position with broad responsibilities for stimulating and facilitating graduate education, research, and scholarly activity throughout the University. The Vice President administers the Office of Research and Sponsored Programs, which manages a large and growing funded research program. The Vice President also supervises the technology transfer program and the Office of Research Services Administration which is responsible for the research infrastructure. The Vice President fosters interdisciplinary initiatives and oversees most major research centers. As Dean of The Graduate School the Vice President oversees more than 80 advanced degree programs enrolling approximately 2500 graduate students. The Vice President serves as a member of the President's staff and of the Dean's Council. For full consideration, nominations and applications should be sent by February 1, 1992, to:

> Professor Thomas D. Cook Chair, Search Committee Northwestern University 2040 Sheridan Road Evanston, Illinois 60208

Northwestern University is an Equal Opportunity/All

reconstructive surgery; and provide auidance to resident trainess in the Department of Otojarymaology-Hearl and Neck Surgery regarding research on the inner ear. Ph.D. in Zoology and three years' experience as Research Associate required. Previous experience must have included acidemic research in cochlear hair cell loss as evidence through publication in a professional journal, 35-40 hours, 8:30 a.m. to 5:00 p.m., 3480.76 per week. This is a university research position, Must have proof of legal authority to work permanently in the United States. Send resumes to Illinois Departi-

VICE CHANCELLOR FOR ACADEMIC AFFAIRS Indiana University-Purdue University at Fort Wayne

Indiana University-Purdue University at Fort Wayne (IPFW) invites applications and nominations for the position of Vice Chancellor for Academic Affairs, the university's chief academic officer. The Vice Chancellor, who reports directly to the Chancellor, is responsible for the development and administration of all academic programs, faculty development and review, and academic budgelary planning.

and academic budgetary planning.

Qualifications of applicants should include appropriate administrative experience, and be consistent with tenure requirements in one of the departments on this campus, which generally includes an earned doctomic and a proven record of excellence in scholarship and teaching. The search committee will pay particular attention to candidates with good communicative skills, strong academic leadership abilities, knowledge of multi-campus university systems, and an understanding of the role of an urban university. In addition, it is highly desirable that the candidate exhibit tangible accomplishments in developing high quality academic programming.

IIFFW, affiliated with both Indiana University and Purdue University, but with operational accountability to the latter, is a multidisciplinary, professional, comprehensive urban university offering 170 undergraduate and graduate degree options to over 12,000 full-time and part-time students enrolled in the following eight academic units: Arts and Sciences, Bushuss and Management Sciences, Engineering and Technology, Education, Fine and Performing Arts, Health Sciences, Public and Environmental Affairs, and Continuing Studies. The university also includes a community outreach unit which provides credit and noncredit continuing education offerings for nearly 14,000 people annually.

The Fort Wavne metropolitin area, leasted is particularly to the continuing and continuing and

The Fort Wayne metropolitan area, located in northeastern Indiana, has a population of over 300,000. During the past seven years. Fort Wayne, a city known for its urban amenities, has received the "All American" city designation and was named recipient of the "Most Livable City" award.

Applications, or nominations, should include a letter of interest addressing special qualifications, a resume, and the names, addresses, and telephone numbers of at least three references. It is expected that the screening process will begin February 17, 1992, and the position will begin july f.



SEARCH AND SCREEN COMMITTEE FOR VICE CHANCELLOR FOR ACADEMIC AFFAIRS Indiana University-Purdue University AT FORT WAYNE

FORT WAYNE, INDIANA 46805-1499

An Affirmative Action, Equal Opportunity Employer

Vice President for Academic Affairs and Dean of the College

Marian College of Fond du Lac invites applications for the position of Vice President for Academic Affairs and Dean of the College.

President for Academic Affairs and Dean of the College.

Martan College is an independent, coeducational, Catholic college located in Fond du Lac in east-central Wisconsin. Thirty-five undergraduate majors attact nearly 1,400 traditional and non-traditional students. Five undergraduate degree completion programs serve employed students on evenings and weakends. The graduate program in education emphasizes teacher development and educational leadership with principal certification, and currently surves over 600 students. Classes are offered at the Fond du Lac campus and several outreach sites.

Outreach sites.

The Vice President for Academic Affairs and Dean of the College will serve as chief academic officer of the college and should have an exmed doctorate, experience in college teaching, administrative expertise, a record of program recent growth. The candidate must demonstrate sensitivity, imagination, and referritements in addressing college issues. A high degree of accessibility, operace essential. Strong leadership skills, marked by effective communication and distinctive mission, are also necessary.

To apply, send a cover latter referred.

To apply, send a cover letter, résumé, and three letters of recommendation to: Director of Human Resources, Marian College of Fond du Lac, 45 South National Avenue, Fond du Lac, WI 54935.

Screening of applications will continue through February 3, 1992. The search will remain open until the position is filled. Appointment start date is scheduled for July 1, 1992.

AFFIRMATIVE ACTION, EQUAL, OPPORTUNITY EMPLOYER-EDUCATOR

ment of Employment Security, 401 South State Street—3 South, Chicago, Illinois 60605, Attenion: Maxime Counts, Refer-ence 4V-II.-4842-C. No Calis. An employ-or paid ad.

and continue until position is filled. Send application materials to: Chair, Search and Screening Committee, Director of Resi-dence Life, Delaware State College, 1200 N. DuPoni Highway, Dover. Delaware 19901. An REO Rundoyer.

School Psychologya Assistant Professor.

Alfred University invites applications for a newly established tenure-track position beginning Assistant August 24, 1992 to join three fullitime faculty in the Division of Sebool Psychology. The successful candidate will be expected to teach graduate courses in school psychology, supervise courses in according to the successful candidate will be expected to teach graduate courses in school psychology, supervise practice and internships, and develop a research program in his/her area of interest. Freference will be given to applicants with an area of specialty in assessment, educational fractics, or statistics/research design. Founded in 1836, Alfred University is the oldest

man of Employment Security, 401 South State Street—3 South, Chicaso, Illimois 60605, Attendion: Maxine Counts, Reference & V-IL-4842-C. No Calis. An employ-or paid ad.

Residence Life: Director of Residence Life-liminediate opening. Director coordinates all aspects of the College's Residence Life Immediate opening. Director coordinates all aspects of the College's Residence Life Frogram. Requirements for the position: Counseling or rolated field, at least five (5) years of propressively jesponable experience. Applications, are due to this expansion. Qualifications: carned doctorate in school systems of programs and supervision. Applications, should include a letter of application, a resume, and names and phone numbers of three references. Screening of applications will beam on January 1922 and continue until position is folled. Send of applications until beam on January 1922 and continue until position is folled. Send of applications until beam on January 1922 and continue until position is folled. Send of applications until beam of applications are determined and the accond oldest in the national for an adversarity and decream legance and applications are an adversary in the decream legance and adversary in the position in a supervant of adversarity and adversarity and veralty, Alfred, New York 14802. Review of applications will begin February 17, 1992. The University is committed to the ideals and soats of Affirmative Action and Equal Employment Opportunity.

Employment Opportunity.

Science Education: Full-time, tenure-track appointment in education at the assistant professor level, beginning June, 1992. Faculty member will teach education courses, elected science outres in his or her discipline, and develop a science education program. In addition to teaching and advising the new faculty member will serve as coordinator of Mathematics/Science/Technology teacher education project. Faculty member must have a minimum of 3 years of successful public school teaching experience and recent experience in supervising student teachers. Doctorate required; Master's Degree in science required, Middle

QUALIFICATIONS: The successful candidate will have a distinguishing cord in teaching, scholarship, advantation, and leadership in higher cation, sufficient to warrant appointment as professor with fenue may the University's academic units. A terminal degree is required, Caffernias present evidence to demonstrate the following: appropriate advantive experience on higher calin atom, and commitment to the missional interactive innersety, an ability to formulate strategic institutional doctard implement action to achieve those objectives; a commitment begand implement action to achieve those objectives; a commitment begand implement action to achieve those objectives; a commitment begand implement action to achieve those objectives; a commitment begand in achieve action and equal opportunity, an ability to develop and programitive public relations with appropriate groups at local, state, and story levels, and to articulate the role of a contemporary interactive regionly versity to develop adults. versity to inverse parames.

The candidate should be able to work effectively in a consultain mens; ment setting within the framework of traditional academic self-governor, well as collective bargaining. He she must also be committed to sisting positive relationship between the university and the community. GENERAL INFORMATION: California State University, Fresno is oned).

GENERAL INFORMATION: California State University, Fresno is need; campases of The California State University. Current enrollment is agree mately 20,000 students on a 1,400 acre of allipus. Metropolitan freen as a multi-ethnic population of over 1600,000, is located in the heart offest location. Valley on the western edge of the Steria Nevada Mountaining the community offers affordable homeous, progressive schools, a beater cultural and recreational opportunities, and a pleasant sucial and plot envarianment. Centrally focated, Tresmois within easy driving distanced francisco, Tox Angeles, Novembe, Kings Canyon, and Sequola Rigor Parks, the Mounterey Pennissula, Take Lahoe, bear hes, sailing lake additions.

APPLICATIONS: Review of applications begins 1's February 1992 and confirme until the peration is filted. Candidates should submit a least interest, cutriculum virae, and paints of two professional references in Dr. Poscilla Chane Stongel, Chan-

Search Committee to Proceedings Office of the President California State University, Tresno Fresto, California 94,240 (1944) Techno, California 94,240 (1944) Techno (2004) 270 2 (24 FAX) (2004) 278 4715

The lumigration Retorm and Control Act of 1986 requires the University inform you that we can employ only U.S. interest and along heavily ma-ized to work in the U.S. Lach to we employee is required to present doors talium verifying his berricleritity, and right to an explicit employment. California State University, Treating is an Africance Ation, Equal Enjoyment Opportunity Employer and all quadricid apply antisories equal to siderating in the selection possess. We portugately encourage applicator from members of traditionally under represented groups protected under Re VII of the Civil Rights Act. Vio former racy of raus, and persons with physiologicalistics.

> ROGER WILLIAMS COLLEGE Bristol, Rhode Island

VICE PRESIDENT AND DEAN OF THE LAW SCHOOL

Roger Williams Callege is establishing the first law school in its Sued Rhodo Island, with the intend of admitting the first class of students the Fall of 1094. The Callege seeks a portion to provide leadership is this new school of law and to successfully implement its founding. The Vice President and Dean of the Law in head will be responsible

design and construction of a low school for they, including a lot library;

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employment of faculty and staff.

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 ensuring that the law achieve will receive ABA accreditation also earliest possible time under ABA standards.

The accreditation according to the content of the conte The successful cardidate will have extensive firsthand experience at law school dean and credentials appropriate to appointment at his professor of him Thomogh knowledge of the accreditation processed close involvement with the American Har Association are essential. The appointment will be made by February 1, 1992 at which time the redean will be expected to began working on the establishment of the are law school. Selary and frings benefits are competitive.

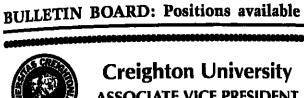
Applications for the constant along the state of seums and that Applications for the position along with a detailed resume and the letters of reference should be zent to.

Dr. Malcolm H. Forbes Vice President for Academic Allairs Roger Williams College Bristol, Rhode Island 02809

lao for submission of material is January 18, 185 Roger Williams College is an Affirmative Action, Equal Opportunity Employer.

Califor Tenure track staring fall fill.

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Creighton University ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT

(Title Reclassified)

Creighton University, in recognition of the scripe of background and experience necessary to successfully implement its fund-raising goals and objectives, has expanded its search for a chief development officer, and seeks to recruit an Associate Vice President for Development.

recruit an Associate VICe President for Development.

Reporting to the VICe President for University Relations, the Associate VICe President for Development will work closely with the President, the Board, and the VICe President in conceiving and implementing strategies for more comprehensive and targeted fund-raising ellorts. The Associate VICe President's chief responsibilities will be in planning and conducting an enhanced fund-raising and stewardship program as Creighton readies for new capital initiatives in the context of ongoing annual programs. The development department is comprised of annual giving, major gifts, corporate and foundation relations, planned giving, prospect research and development services. The Associate VICe President manages the professionals assigned to these

Private, independent, Catholic and Jesuit, Creighton is a comprehensive, coeducational university of three colleges, live professional schools, a graduate school and a summer sessions program. The 70-acre campus of this 6,000-student university is situated in Omaha, Nebraska, a metropolitan area of more than 600,000 people. The University enjoys a growing national reputation and the loyalty of a network of more than 40,000 alumni living worldwide. In 1990, Creighton celebrated the conclusion of a campaign which raised \$102 million. The post-campaign year produced \$9 million in

Vlable candidates should have at least seven years of fund-raising leadership experience with a proven level of achievement in internal management
of programs and people as well as in solicitation settings. Professionals with
specific experience in capital campaign fund raising in an educational context with additional background in annual fund, corporate and foundation
relations, and/or planned giving will be given first consideration. A bachelor's degree is required, an advanced degree is destrable. Excellent skills in
communication, organization and leadership are essential as is an understanding of and appreciation for a private Catholic, Jesuit university.

Review of nominations and applications will begin immediately and con-tinue until the selection of the candidate of choice. Materials of introduction d include a cover letter relating specific experience to this position and

Nomination and application materials should be sent to:

Martha Z. Stachitas Vice President Executive Search Barnes & Roche, Inc. Building Three, Sulte 110 719 Conestoga Road Rosemont, PA 19010 FAX: 215-527-0381

VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST University of South Carolina

The University of South Carolina invites applications and nominations for the position of Vice President for Academic Affairs and Provost. The University founded in 1801, is the nation's oldest continuously supported state university. Today the University is a dynamic nine-campus publicly-assisted system with a total enrollment of over 40,000, including 25,000 on the USC-Columbia campus of whom more than a third are graduate students. Firmly based in the liberal arts and sciences, the University consists of 17 colleges (including medicine and law) at Columbia, five regional campuses and three four-year campuses distributed throughout the state.

The Vice President for Academic Affairs and Provost is the chief academic officer and second ranking officer of the University of South Carolina System, acting for the President in his absence. Responsibilities include

• leadership in the formulation of academic policy, coordination of teaching the second acting a second responsibility.

ing, research and public service programs; • supervision of the allocation of resources in all academic and academic

support areas;

formulation and implementation of policy with respect to employment, promotion, tenure, and faculty development; and representation of the University before external bodies, such as the South Carolina Commission on Higher Education and the Budget and Control

The University seeks a candidate who has academic credentials in teaching and scholarship suitable for the rank of Professor at a major university;
 significant accomplishments in academic administration including sensi-

tivity to issues of gender and ethnic diversity; and vision and ability to lead the University of South Carolina's continuing development as a major multi-campus public university.

Applicants should submit a letter of application that contains a brief statement of educational philosophy, and a curriculum vitae that includes administrative experience, research and teaching, and references. Candidates should be aware that the University may contact any references given, and that all applications and nominations and accompanying materials may be treated as matters of public record.

The University seeks to fill the position by July 1, 1992. Applications and nominations will be accepted until a successful candidate has been selected. Applications, nominations and inquiries should be addressed to:

Professor Donald J. Greiner, Chair
Vice President for Academic Affairs and Provost Search Committee
clo Office of the Provost
University of South Carolina
Columbia, SC 29208

The University of South Carolina is an Affirmative Action, Equal Opportunity

Secondary Education: Assistant Professor of Psychology and Education, Secondary Education, Secondary Education, Mount Holyoko College. The Department of Psychology and Education at Mount Holyoko College is seeking candidates for a fulf-time tenure-track astistant professor faculty position in secondary and middle-school education. Responsibilities include teaching two courses per year (one in an area of interest and one in Methods of

Secondary and Middle School Education), supervising student teachers during the Spring Semester, directing the Secondary School Program, confluming the development of the Middle School Program, advising students, and periodically preparing the program for review by the Massachusetts Department of Education. Active involvement in Econdary has not other professional activities are also expected. Requirements: Experience in accondary audre middle school settings; Doctorate in Education or a related field (candidates who are nearing completion of their dissertation will also be considered); evidence of administrative ability. Mount Holyobe is compulied to fostering multi-cubural diversity in its fac-

VICE CHANCELLOR



UNIVERSITY OF WISCONSIN MILWAUKEE

Nominations and applications are being sought for Vice Chaucellor for Academic Affairs, University of Wisconsin-Milwaukee by a Faculty Search and Screen Committee appointed by Chaucellor Juhn H.

Schroeder.

The Vice Chancellor for Academic Affairs is the chief academic officer of the University and reports to the Chancellor. The Vice Chancellor is responsible for the planning, development, coordination, review, and administration of all academic programs. Related responsibilities include the development and monitoring of an integrated academic budget for the University.

The University of Wisconsin-Milwaukee is a major doctoral University with a faculty contained to teaching and research, and to meeting the responsibilities of a public institution of higher learning in a large metropolitan area. The University contains 11 Schools and Colleges (Alited Health Professions, Architecture and Urban Planning, Business Administration, Education, Engineering and Applied Science, Fine Arts, Letters and Science, Library Science, Nursing, Social Welfare, and the Graduate Science, Library Science, Nursing, Social Welfare, and the Graduate School) and a Division of Outreach and Continuing Education. UVM enrolls over 25,000 students and employs 850 full-time faculty. The University offices a full complement of undergraduate majors and 65 graduate programs, 48 at the Mester's level and 17 at the Doctoral level. Its annual budget exceeds \$207 million. Candidates should have significant administrative experience in higher education above the departmental level and must be tenurable at full professor rank in an academic department.

The closing date for applications and nominations is February 17, 1992. The anticipated appointment date is July or September, 1992. Sond letters of nomination, applications, or requests for information to:

Professor John F. Bibby
Search and Screen Committee for Vice Chancellor
Bolton Hall 602
University of Wisconsin-Milwaukee
P. O. Box 413
Milwaukes Wi Sago

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined, undifferentiated list of all nominees and applicants.

The University of Wisconsin System is an Equal Opportunity, Affirmative Action Employer.



VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Bennett College invites nominations and applications for the position Vice President for Institutional Advancement. As a senior college officer, the Vice President reports directly to the President and is responsible for all development and public relations functions of the College; overall fund-raising approaches and "support building" activities that include fund raising from individuals, foundations, organizations, and corporations; the Annual Joint UNCF/Bennett College Campaign; and for organization and management for a capital campaign.

Requirements for candidates include possession of an advanced degree (a doctorate is desired); 7-10 years of current and successful hands-on development and fund-raising experience; documented proven ability to work with various constituent groups; a documented strong commitment to and respect for contemporary women's education; superior communication and leadership skills and ability to work with a team.

leadership skills and ability to work with a team.

Bennett College, founded in 1873, is a private, residential, historically Black, UNCF undergraduate liberal arts college for women, affiliated with the United Methodist Church. The College is located on 55 acres in All American City—Greensboro, North Carolina in the Piedmont Triad. Greensboro is the home base for several North Carolina corporations, five higher education institutions, and is an active community with an approved consolidated public system (1993) serving Guilford County. The College has an average enrollment of 600 audents, a teaching faculty of 52, and a current operating budget of \$9.5 million. The campus has electronic capability for uplink transmission and downlink reception. The College is currently operating under Ten Year Goals (1900-2000).

Position compensation and benefits are competitive and coded to educa-tion, skills level, experience, and previous fund-raising records.

Nominations or letters of application with a resume and the names of three references, one of which must be in higher education, should be submitted in confidence by January 11 to

Chair, Institutional Advancement Search Committee
BENNETT COLLEGE
900 East Washington Street
Greensboro, North Carolina 27401

Bennett College is an Equal Opportunity Employer.

uky, staff, and students; is an Affirmative
Action, Equal Opportunity Employer; and
capecially encourages women and minorcipes to apply, we will begin reviswing apties to apply, we will be apply to apply the apply the apply to apply the apply to apply the apply t plications on Pebruary 3, 1992. Please sond viate, a statement of reaching and professional interests, and three letters of reference to Dr. Barry Wadsworth; Bearch Committee Chair; Department of Psychology and Education; Mount Holyoke College; South Hadley, Massachusetts 61073.

loge, South Hadley, Massachusetts 01075.

Social Sciences: Interdisciplinary Social Science. Assistant/Associate Professor, Responsibilities: isachina: advising, scholarshipe, participation in program administration. Qualifications: (1) Ph.D. in Interdisciplinary Social Science, or in a topical area that relies upon the systematic use of several disciplines, or in one discipline with graduate training in at least two others: (2) iralining in a range of quantitative and qualitative methods, proferably with a stroas grounding in ethnographic tech "languistic tirm" in social science, and integrative strategies such as meta-analysis: (3) teach-

Collottal 94194.

Social Works: Assistant Professor for tature-track position beginning August 15, 1992. Applicants should have at least two years' practical experience in social work and an interest in casework to teach foundation and practice courses and to participate in field supervision, Strong compilment to teaching, advising, and service, Qualifications: DSW or Ph.D. in Social Work preferred; at least MSW with two years' post-MSW practice experience required. Applicant would be teaching in undergraduate program seeking secretiation by CSWE. Seed application to Dr. Konneth C. Cauroy, Academic Dean, Quincy, College, 1800 College, Quincy, Illinois 62301. Deadline: January 31, 1992.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

The University of St. Thomas invites applications for the position of Vice President for Academic Affairs, the chief scutlentic officer of the University, who reports directly to the President. Toward accomplishing the goals of the University, the successful candidate will be expected to provide leadership and direction for all academic and instruction-

al programs.

Founded in 1947 by the Basilian Fathers, the University of St. Thomas is an independent, coeducational Catholic institution of higher learning. Located on an attractive campus near downtown Houston, it borders on some of the city's outstanding cultural and recreational centers. The University offers unduranduate degrees (BA, BBA, BS) in approximately thirty areas, including an interdisciplinary Honors Program. All undergraduate students complete a broad and coherent liberal arts core curriculum: English and foreign language, history, mathematics, social and physical sciences, with philosophy and theology providing the integrating framework for all programs. The average class size in the Fall of 1991 was 16.

Of the 2-100 students peacle 200 are in graduate programs: business

Of its 2,100 students, nearly 800 are in graduate programs; business (MBA), education (MEd), liberal arts (MLA), philosophy (MA, PhD), religious education (MRE) and theology (MA, MDIv). Ouglifications:

Qualifications:

Catholic

Background and experience indicating a genuine commitment to preserving and developing the University's Basilian tradition and mission as a Catholic institution

Earned decreate

Successful experience as a teacher and administrator in a four-year college or university

Experience in graduate-level education

Experience and interest in long-range planning and budgeting

Record of leadership and ability to work with faculty and other administrators in accomplishing complex tasks

Ilectric of scholarly research and related activities

Appreciation of the roles of faculty, students and staff in university governance

governance

Experience with and understanding of the contemporary management techniques appropriate to academic institutions

Applications must include: Letter outlining commitment to Catholic higher education
 Comprehensive current résumé
 Names, addresses, and telephone numbers of five references

Nominations and applications must be received by 15 February 1992. Desirable starting date: 1 July 1992.

Nominations and applications should be sent to:

President Joseph M. McFadden University of St. Thomas 3800 Montrose Boulevard Houston, Texas 77006

The University of St. Thomas is an equal opportunity employer with a strong commitment to hiring women and minorities.

VICE PRESIDENT INFORMATION TECHNOLOGIES

Loyola University Chicago is an independent, private, Jesuit Catholic Institution providing the best in quality higher education and health care to students and patients regionally and nationally.

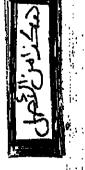
Reporting directly to the Executive Vice President of the University, this position directs the university-wide computing and telecommunication resources in the academic, financial, administrative and medical communities of the university, and serves the needs of faculty, staff and students on five campuses.

The primary responsibility is to serve the user communities by providing leadership, strategic planning and coordination of computing, networking and telecommunications resources. Responsibilities also include management of a staff of over 150 and for an operating budget in excess of \$20,000,000. The computing network includes IBM mainframes. various minicomputers, microcomputers and ter-

Applicants for this position should have a demonstrated history of leadership, success, innovation and fiscal responsibility in the field of information technologies. Extensive experience in the management of multi-pulling deliar constitution. ment of a multi-million dollar computer installation, an advanced degree, and a background in an academic, research and medical environment are highly desirable.

Interested candidates should send a letter of application and professional vita to: Deborah L. Holmes, Ph.D., Vice President for Academic Affairs, LOYOLA UNIVERSITY CHICAGO, 6526-N. Sheridan Rd., Chicago, IL 60626'. Loyola University Chicago is an equal opportunity employer/aducator.

by March 15. 1992. Contact. Dr. Lors by March 15. 1992. Contact. Dr. Lors by March 15. 1992. Contact. Dr. Lors by March 15. 1992. Applicants should have at least two 1992. Applicants should have at





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HOLLINS



VICE PRESIDENT FOR ACADEMIC AFFAIRS

Hollins College, Roanoke, Virginia

Hollins College, located in Roanoke, Virginia, was founded in 1842 as the first chartered women's college in Virginia. Hollins enrolls 1,100 students, 900 undergraduate women and approximately 200 coeducational graduate students. The diverse student budy comes from 36 states and six countries. Of the 92 faculty members, 89% hold a Ph.D. or the highest degree in their field. The college is known for a challenging liberal arts curriculum with 24 majors and 17 minors; graduate programs in Creative Writing, Psychology and Liberal Studies; abroad programs in Paris, London, and Japan; and more recently a creative international service program in Jamaica. Honor societies include Phi Beta Kappa and Sigma XI. The strong network of 15,600 alumnae comes from all 50 states and 72 countries. Over 40% of the alumnae contribute annually to the college. The Vice President for Academic Affairs is a new position at the college.

countries. Over 40% of the alumnae contribute annually to the college and reports directly to the President. The Vice President for Academic Affairs is a new position at the college and reports directly to the President. The Vice President for Academic Affairs will maintain overall responsibility for the academic programs and faculty staffing for both the undergraduate and graduate levels, including oversight of the process for promotion and tenure for faculty and determination of staffing needs within departments and divisions, and of staffing needs for new programmatic hilitatives. The Vice President for Academic Affairs will serve on several standing committees of the faculty and be responsible for compliance with all external evaluators and accrediting buards and for mobilizing internal resources for institutional study. Implementation and monitoring of strategic planning will also devolve to the Vice President for Academic Affairs. Will be charged in facilitating the thring of faculty from the Hispanic, African American, Native American, Asian American and international communities. Institutional proposals to major foundations will be initiated by and coordinated through the Vice President for Academic Affairs. Overall responsibility for encouraging faculty participation in innovative programs will be shared with the Dean of Faculty.

The Vice President for Academic Affairs must have an earned Ph. D. and

The Vice President for Academic Affairs must have an earned Ph.D. and possess personal skills which insure acceptance within and respect from all of the constituencies of Hollins College.

Applications: Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names, titles, addresses, and the telephone numbers of five references (references will not be contacted without the applicant's prior permission) by February 20, 1992.

Nominations: Nominators should send a letter of nomination and, if possible, the nominee's curriculum vitae. Applications and nominations should be sent to:

Professor Harriet Gray Chair, VPAA Search Committee P. O. Box 9625 Hollins College Roanoke, Virginia 24020 (703) 362-6321 FAX (703) 362-6642

Position starting date: July 1, 1992.

Hollins College is an equal apportunity employer.



Executive Vice President and Academic Dean

Sterling College invites applications and nominations for Executive Vice President and Academic Dean. The individual will be expected to bring innovative leadership and vision to the academic program as well as outstanding administrative skills for overall campus management. Candidates should possess and show evidence of an enthusiastic Christian faith as well as a commitment to liberal arts education and quality teaching; they should enloy the benefits of living in a rural Kansas community. Sterling is a growing and dynamic Presbyterian

college whose mission is to "develop creative maturing Christian faith." To obtain a full position description, correspond with introductory letter to: Dr. Roger Parrott, President, Sterling College, Sterling, Kansas 67579 Equal Opportunity Employee Kansas 67579 Equal Opportunity Employer 0

Social Work: Assistant/Associate Professor of Social Work. Louisiana College, Pine-ville, Louisiana, Tentre track position available in the undergraduate social work general to leach HBSE and policy sequence conteste man of 2 years positions. MSW, minimum of 2 years positions with MSW agency experience, DSW or Ph. D. in a related behavioral science is desirable, as is teaching experience in social work. Salary commensurate with education, and experience. Starting described as a social work. Salary commensurate with education and experience. Starting described as a social work. Salary commensurate with education and experience. Starting described as a special contest. Ann. McAllider, Department of Social Work, Box 605. Pineville, Louisians 71359. Squal Opportunity Employer and 3 operation of the Louisians 1997.

Social Work: Faculty position, open for Fall 1992. Full-time, tenure track continuing a combined BSW-MSW department. The BSW program has been accredited since 1974. The MSW program has been strated CSWE candidacy status, and admitted its first MSW students in Fall 1990. Teaching at both program levels in core foundation, experient, and clinical practice curricultumes. Strengths needed in the areas of research methodology and statistics, clinical social work practice and social policy. Other primary responsibilities to include student advising, committee assignments, clinical research paper advising, professional activities of research, presentation and publication, and community service. Two years social work practice appenance post MSW required; Pa.D. or DSW required; ABD considered; teaching



EXECUTIVE VICE CHANCELLOR

Virginia Community College System Richmond, Virginia

The Virginia Community College System includes twenty-three colleges with thirty-four campuses providing comprehensive educational services to defined service regions within the Commonwealth of Virginia. The State Board for Community Colleges is the governing body for the System, with services provided by the System's Office. For 1991-92, an expected 74,723 FTE5 will be served with a System-wide budget of \$263 million.

The Virginia Community College System invites applications and nominations for the position of Executive Vice Chancellor. This individual will act as Chief Operations Officer responsible to the Chancellor for the administration of the system-level divisions of Budget, Data Services, Facilities Planning and Engineering, Finance, Instructional Programs and Student Services, Human Resources and Aftirmative Action, and Research and Planning. In the absence of the Chancellor, the Executive Vice Chancellor assumes the responsibilities of the Chancellor.

Candellot assumes the responsibilities of the Chancellor.

Candidates should demonstrate a thorough knowledge of the principles of administering and supervising comprehensive divisions of higher education institutions. Excellent interpersonal and communication skills are essential. Experience in public sector higher education and experience as senior administrator on a community college campus are required; presidential experience is preferred. An earned declorate in an appropriate field is required. Compensation is commensurate with experience and qualifications.

Paternal of experience and available that is found to the property of the property

Résumés of experience and qualifications, including those from nominees, must be received by 5:00 PM, February 14, 1992 at the following address:

System Office Human Resources Department Virginia Community College System 101 North 14th Street, 16th Floor Richmond, VA 23219

The Virginia Community College System is an Equal Opportunity, Affirmative Action Employer and actively seeks applications from women and minority candidates.

PROVOST

WAYNE STATE UNIVERSITY is a Carnegic national research university with a comprehensive urban mission. Its 34,000 students study in twelve schools and colleges offering more than 300 majors and academic programs. Many of its programs are nationally ranked. The Wayne State faculty have a tradition of excellence in teaching and scholarship. External research funding exceeds \$50 million, and faculty are strongly competitive for research support. Located in Detroit's Cultural Center, the University principally serves students from the metropolitan area, but also enrolls students from most states and about 60 foreign nations.

The Provost is the University's chief academic officer.

The Provost is the University's chief academic officer.

The deans and academic directors report directly to the Provost, as does the Vice President for Research. The Provost is responsible for educational policy, academic personnel decisions, the development of curricula, and the stimulation of research. In addition, the Provost provides leadership for those public service activities which are educational in character and represents the University on various public and private bodies closely related to the University's academic mission. The Provost also represents the University to other constituencies at the request of the President.

Wayne State University is a constitutionally autonomous public institution governed by an eight-member Board of Governors elected by the citizens of Michigan. Acting through the President, the Provost has the responsibility to present academic policies and issues to the Board of Governors.

Wayne State University seeks nominations and applications for Provost of

Wayno State University seeks nominations and applications for Provost of the University. The institution is an affirmative action, equal opportunity employer which seeks to consider minority people and women for its senior administration positions. Review of candidates will begin by February 1, 1992 and continue until a suitable candidate has been identified.



Dr. William H. Markus
Chairman, Provost Search Committee
Office of the President
4200 Faculty/Administration Building
Wayne State University
Detroit, MI 48202

WAYNE STATE UNIVERSITY

Equal Opportunity, Affirmative Action Employer

experience in accredited social work department preferred. Candidates must be comfortable with and can contribute to the mission of our Catholic liberal arts institutions. Rank and salary commensurate with qualifications and experience. Male and minority applicants are expecially encouraged to apply. Send letter of interest, reaged to apply. Send letter of interest, reaged to apply. Send letter of interest, required, and the send that the send th sumé, traduate transcripi, and trates interes of recommendation to Berbara W. Shank, Chair, Department of Social Work, Univer-ally of St. Thomas and College of St. Cath-erine, Mail #5011, 2115 Summit Avenue, St. Paul, Minnesoto 53105. Position will re-main open until filled. For best consider-ation, applications must be received by Monday, February J. 1992.

Mondny, February J. 1972.

Social Work: CSWE-accredited baccalaureate program at Idaho State University is sociala faculty in tenun-track positions at the assistant professor level. Fusitions as the assistant professor level. Fusitions as the assistant professor level. Fusitions as the MSW and at least two years' positions begin August, 1992. Fosition sumber ose: Coordinator of Field Instructions. Responsibilities incited coordination of field experience, teaching in practicum seminar and area(s) of expertise. Travel in the region is coquired. Position number two: Commagent upon tunding. Responsibilities include teaching in the undergraduste practice sequence, other areas of a gen-

Social Work Graduate School of Social Work, position announcement. To auretrack Assistant, Associate or Professor of Social Work, effective September 16, 1992. The Graduate School of Social Work at Portland State University tavites applications for three-four teaure track positions open in support of the M. S. W. degree and a recently funded Ph.D. program in Social Work and Social Research which will embedded to the control of Social Work and Social Research which will embedded to the control of Policy, Practice and research Applicants must have earned Doctorate in Social Work or related disciplions (A.B.D. considered). All substantive areas are open, with preference street to those spolicants with capabilities in the general curricular areas of Social Weither Policy, Human Behavior, and Direct Practice. Specific expertise is desirable in areas



University of Southern California SENIOR VICE PRESIDENT

FOR UNIVERSITY ADVANCEMENT The University of Southern California (USC) seeks a Senior Vice President for University Advancement who will be USC's chief development officer and one of three chief operating officers working directly with President Steven B.

The University of Southern California has averaged more than \$100 million per year in paid private support over the past four years, and has consistently ranked among the top 15 universities in the country in terms of fund raising. Its most recent capital campaign raised more than \$641 million.

Founded in 1880, USC is the oldest private research university in the West. It has grown into a major center of learning which enrolls over 28,000 students, and which offers degrees through 18 professional schools, the College of Letters, Arts, and Sciences, and the Graduate School. USC is one of only four private AAU universities in the western half of the United States.

The Senior Vice President's primary responsibility will be to lend the University Advancement Division and coordinate the work of more than 150 professional and support personnel. Major fund-raising responsibility is lodged with the University's two dozen academic units, and the Senior Vice President plays a pivotal role with the President and Provost in coordinating all of the University's fund-raising efforts. The Vice President for Ahumri Relations, who oversees alumnit activities and major annual giving programs, reports to the Senior Vice President.

Preferred qualifications include:

- An outstanding record of accomplishment in institutional advancement senior positions, and professional fund raising.
- Demonstrated skills in planning a major campaign. Excellent communication skills, especially with major donors and pros-
- Deep understanding and appreciation of the research university environment, especially one which includes a major health sciences center and is located in the heart of a culturally diverse region.
- Proven record of management, including budget administration.

 The ability to inspire and motivate others. Nominations/Application

Applications and nominations should be sent to Mrs. Anne Westfall, Assistant to the President, Office of the President, University of Southern California, Los Angeles, California 90089-0012. Applications from and nominations of women and minorities are especially encouraged.



VICE PRESIDENT FOR ADMINISTRATIVE SERVICES

The President and Board of Directors of Umpqua Community College invite applications for the position of Vice President for Administrative Services starting July 1, 1992. The college is an Equal Opportunity Employer and encourages all

The Vice President for Administrative Services reports directly to the President and is responsible for business affairs of the college. The Vice President for Administrative Services will provide leadership for the Director of Accounting and Finance and 6-8 business office staff who handle payroll, accounts payable, accounts receivable, financial aid collection, grants and contracts, UCC Foundation, clerical and switchbo

The Vice President for Administrative Services will also provide leadership for the Director of Pacilities and 10 custodians, 3 maintenance, groundskeepers, 2 secretary/clerks and 1 facilities assistant. The Director of Purchasing & Bookstore Manager with 2-4 staff and Security with 4 staff are also responsibilities of the Vice President of Administrative Services. QUALIFICATIONS: The successful candidate must be able to communicate in writing and have excellent communication and management skills in dealing with a variety of people. A minimum of five (5) years related experience in school or college fiscal affairs, preferably in a managerial capacity, is required. A Masters Degree in Accounting or Business Administration is required; CPA preferred. SALARY: \$50,846, non-negotiable. A 12 month probationary contract

beginning July 1, 1992.

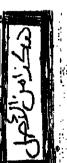
BENEFITS: Umpqua Community College has an attractive benefits/

retirement package fully paid by the district.

APPLICATIONS DUE: By January 31, 1992 and may be obtained from: Post Office Box 967 - Roseburg, Oregon 97470-0226 - Telephone 503/440-4600, ext. 626 • FAX:(503) 440-4666

Resumes may not be substitued for a UCC application

such as Parally Policy, Social Work in Social Works Field Practicum Coordinator, Health Care settings, Substance Abuse | Springfield College School of Human Servsuch as Pamily Policy, Social Work in Health Care settings, Substance Abuse treatment, and Menual Health (both child and stain). Battensive practice experience is needed for applicants for Direct Practice positions. Amplicants must demonstrate competence in multicultural issues, a commitment to schedurly activity, and be able and willing to teach in multiple scean in the curricultum. Additional responsibilities involve research and achosiry activities, haison activities with field agencies, committee work, and student advising. Rank and salary are open and commensurate with experience and qualifications. Applications, including complete vits and names of three references, should be forwarded to: Dr. William Poyerborm; Pacelty Affairs Committee; School of Social Work: Portland State University; P. O. Box 751; Portland, Oreson 97207-0751, Review of applications will begin February 15, 1992 and continue qualif positions are filled. Portland State University is an Equal Opportunity, Affamalive Action Employer.



As one of five vice presidents reporting directly o the President, this person will be responsible for overall policy formulation, planning, coordination and leadership for institutional fundraising, and the design and implementation of a com-prehensive program to advance the University of Connecticut among its internal and external constituencies. The Vice President will be accountable to the President for formulating and nplementing a coordinated fundraising strategy for the 17 schools and seven campuses of UConn.

Community

Excellence

Desired qualifications include a minimum of a Master's degree or equivalent experience; 10 years in educational fundraising/public relations; public sector experience; understanding of the role of a land-grant, state university; demonstrated management and administrative skills; excellent written, oral, and interpersonal skills; ability to think strategically and to link mission to plan. Personal presence, cultural and intellec-tual depth, discipling, integrity, humor, and common senso a plus. Selary is competitive.

Please send letter of interest and resume to Jeannine M. Upson, Assistant to the President for Administrative Affairs, University of Connecticut, 352 Mansfield Road, U-48. Storrs, CT 06269. Nominations are welcome. Screening will begin immediately and con-tinue until the position is filled. (Search

The University of Connecticut has a strong commitment to the principle of diversity and, in that spirit, seeks a broad spec-trum of candidates including members of minority groups, tramen, and people with disabilities.

UNIVERSITY OF CONNECTICUT

Rutgers, The State University of New Jersey

VICE PRESIDENT FOR UNDERGRADUATE EDUCATION

Rutgers University invites nominations and applications for the position of Vice President for Undergraduate Education.

Rutgers University is a comprehensive public research university with campuses in Camden, Newark, and New Brunswick. The Office of the Vice President for Undergraduate Education will be located in New Brunswick. The University enrolls over 47,000 students in 26 schools and colleges.

The University enrolls over 47,000 students in 76 schools and colleges.

Dutles: The post of Vice President for Undergraduate Education is a new position that offers a special opportunity for strong, innovative leadership in undergraduate education throughout a three-campus university with a multiple college structure. On all matters pertaining to academic quality of undergraduate education, the Vice President for Undergraduate Education will advise and report to the University Vice President for Academic Affairs. Working closely with the Provosts and Deans of the three campuses, the Vice President for University Education will address the specific needs of undergraduates for institutional resources, coordinate activities and services for undergraduate education, encourage curricular development, plan creative initiatives in learning and teaching, and seek programmatic funding from external sources. Directors of the following areas will report to the Vice President for Undergraduate Education: Undergraduate Admission, Financial Afd, Registrar, Scheduling, Teaching Excellence Centers, Learning Resource Centers.

Qualifications: An earned doctorate and an excellent record of research, publication, teaching, and service are required. Candidate must be eligible for tenured professor rank within an academic department. The successful candidate should have substantial experience with academic administration, undergraduate program development, and grant funding for undergraduate education initiatives. A record of effective collegial leadership and a commitment to diversity in a complex university are essential.

Letters of application or nomination, including a current vita and the names, addresses and telephone numbers of five references should be sent to:

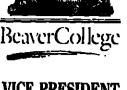
Search Committee
Vice President for Undergraduate Education
Old Queen's Building, Room 101



Employment eligibility verification required. Affirmative Action, Equal Opportunity Employer.

Springfield College School of Human Services, 260 Aiden Streel, Springfield, Massachusetts 01909, Application review begins January 15, 1992. Affirmative Action, Gual Opportunity Europeyer.

Social Work: Buena Vista College is seeking applicants for a tohure track position in our CSWI-accredited Social Work program. Minimum requirements for the position, which will begin in Fall 1992, pechade an MSW, 2 yoars post-MSW practice experience and a Ph. D. in sociology or cultural subtropology. Teaching responsibilities will include HESE, social noticy, research, and related areas, including some sociology courses. Strong theory preparation needed.



VICE PRESIDENT FOR ENROLLMENT MANAGEMENT

Beaver College, a comprehensive institution of 2,300 full- and parttime undergraduate and graduate students in suburban Philadelphia, invites applications and nominations for the position of Vice President for Enrollment Management. The Vice President reports directly to the President and is part of the executive team. Areas of responsibility include undergraduate, transfer, and continuing education marketing, admissions, recruitment, and retention, and graduate admissions operations. The Vice President is responsible for setting institutional enrollment goals; recommending tuition, fee, and financial aid policies; and for generating the financial and research data to support enrollment management objectives.

Successful candidates should have the following characteristics: • Prior experience and success in the field of enrollment manage-

The ability to develop strong recruitment and retention programs that serve full- and part-time students of diverse ages and from different ethnic, radal, religious, and national backgrounds.
 An understanding of current marketing principles as they relate

to the admissions process.

The ability to build a strong enrollment management team. Demonstrated capacity to work with faculty, students, academic and student affairs administrators, publications staff and alumnin developing effective recruitment and retention strategies.
 A commitment to integrity and service.

Review of candidates will begin February I5 but applications will be accepted until the position is filled. Preferred starting date: May 1, 1992. A letter addressing the above selection characteristics, a resume, and the names, addresses and telephone numbers of four professional references should be sent to Dr. Bette E. Landman, President, Beaver College, Easton and Church Roads, Glenside, PA 19038-3295

Beaver College is an Equal Opportunity Employer and strongly encourages applications from women and minorities.



San Antonio Art Institute **Vice President for** Finance and Administration

San Antonio Art Institute is a 52-year-old independent private non-profit corporation which operates a multi-faceted visual art educational program. The Art Institute added a Bachelor of Fine Arts degree program in 1988 and is currently pursuing accreditation. The school is located on the grounds of the McNay Art Museum and is housed in a three-building, 60,000-square-foot facility. The current budget is in excess of \$1.5 million, with 60 full- and part-time staff and faculty.

with 60 full- and part-time staff and faculty.

Reporting directly to the President, the VPFA is responsible for the accounting department security and maintenance; management information systems; and construction. As Chief Financial Officer of the Art Institute, the VPFA oversees budget preparation preparation of financial statements and projections for the Board of Trustees and Internal use; fiscal control; and planning, evaluation and management of the four functional areas of responsibility.

Minimum qualifications include:

1. MBA, MPA or equivalent graduate degree

2. Three years' experience in a private college financial affairs office

3. Microcomputer literacy on DOS systems

4. Ability to communicate effectively in both oral and written form Salary and benefits are competitive and commensurate with experience

Salary and benefits are competitive and commensurate with experience and qualifications.

Applications
Please send a current vita and letter of application summarizing your qualifications for the position, and include the names and addresses of three references. Application materials must be postmarked no later than january 31, 1992 and should be sent to:

Director of Human Resources San Antonio Art Institute P. O. Box 6092 San Antonio, Texas 78209

n Antonio Art Institute is an Affirmative Action. Equal Employment Opportunity Employer.

Sociology: Criminal and Juvenile Justice Studies. Ithnea College, Assistant Professor: tenne eligible position teningins in the Fail of 1992. Doctorate in Sociology or a related discipline preferred; A.B.D. considered; teaching experience required. Courses include Deviant Behavior, and upper-level Criminal and Juvenile Justice Studies, Abilly to teach Sociological Theory desired. Critical and qualitative orientation welcomed. Send personal this, relevant within and syddensor for the part of the control of the c verteamed, Seria personal vite, rele-vant syllabl and evidence of teaching excel-tonce to Judith Barker, Department of Soci-olosy, Muler 114, Ithaca College, thaca, New York 14830. Applications submitted by February 15, 1992 will receive meter-cace. Affirmative Action, Equal Opportu-pity Employer.

Sociology, Florida Atlantic University, College of Liberal Arts invites applications for a tenure-track assistant professorable in sociology. Concentration in Social Theory combined with another in Social Stratification or Social Change. This position begins August 1992 at the new apper-division College of Liberal Arts located at Florida Atlantic University's growing campus in Device. Scholarly productify and publication aspected for advancement, Sahry and runk nesotiable depending upon credentials. Deadline for application: March 13, 1992. Send letter of application, via, and three

letters of reference to: Dr. Sylvia Lawson Chair, Search Committee, College of Lib eral Arts, 2912 College Avenue, Davia Florida 33914, Florida Atlantic University is an BEOVAA Employer. Sociology: Southern Arkansas University, Instructor/Assistant Professor of Sociolo-sy. Dulles include teaching undergraduate introductory and upper division courses in sociology and good host Cariffications.

VICE PRESIDENT FOR ACADEMIC AFFAIRS St. Cloud State University

Salary: Competitive

Date of Appointment June 1, 1992.

Date of Appointments June 1, 1992.

Responsibilities: 1) Advise the president on all academic matters. 2) Allocate faculty positions to academic, service, and administrative areas. 3) Fromote equal employment opportunity, affirmative action, cultural diversity, and international studies. 4) Implement provisions of the faculty contract. 5) Monitor and recommend to the president academic appointments/retention/tenure and promotions as specified in the contract. 6) Review and evaluate academic programs, policies, standards, and budgets. 7) Support and direct extramural funding efforts. 8) Participate in Minnesota State University System-wide planning and operations in cooperation with the Chancellor's Office, other academic vice presidents, and employee bargaining units.

And employee pargaining units.

Qualifications and Experience: 1) Earned doctorate. 2) Record of successful teaching, scholarly activity, and leadership role in higher education.

3) Sensitivity to multicultural issues and demonstrated evidence of developing, implementing, and supporting cultural diversity, international and affirmative action programs. 4) Record of advocacy for facultystaff. 5) Excellent Interpersonal relations and communications skills, 6) Ability to foster a democratic environment. 7) Knowledge of collective bargaining in higher education.

Fine University: Founded in 1869, St. Cloud State University is a comprehensive university offering more than 70 undergraduate degree majors and 37 graduate degree programs. The student body is served by more than 700 faculty and numbers almost 15,000 undergraduates and over 1,600 graduate students. Academic programs are offered through the Colleges of Business, Education, Fine Arts and Humanities, Science and Technology and Social Sciences. Study centers located at eight international sites enhance the opportunities for international experience and understanding for SCSU students and faculty. Central to the future of the university is the ongoing development of a campus and community environment that welcomes cultural diversity. The university is actively seeking faculty and administrators who are committed to this goal. Women and minorities are encouraged to apply.

The Community St. Cloud is one of the fastest grouping etities in Missay.

The Community: St. Cloud is one of the fastest growing cities in Minnesota with a metropolitan area population of more than 100,000. It is a molecular college city with excellent educational and cultural activities and facilities. Situated on the Mississippi River about 70 miles northwest of Minneapolis-St. Paul, St. Cloud is less than an hour from the nationally known outdoor recreational connectionities of our lakes and forests. Apply to:

Dr. Roland Specht-jarvis c/o President's Office St. Cloud State University 720 Fourth Avenue South St. Cloud, MN 56301-4498

Application information and Deadlines
The completed application including a letter of application, résumé orvita.
3-5 recent letters of recommendation (including 2 from faculty) or 3-5 names and telephone numbers of references (including 2 faculty), and transcripts should be postmarked no later than February 14, 1992. Letter of application should specifically address the qualifications and reports bilities. Applicants invited for on-campus interview must submit an official 5t. Cloud State University application form which will be provided. Official transcripts must be submitted before hire.

SCSU is an equal opportunity educator and employer.

Central MISSOURI STATE UNIVERSITY

Vice President for Finance & Administration

Central Missouri State University invites nominations and applications for the position of Vice President for Finance and Astministration. The Vice President, reporting directly to the President, has operational responsibility for budgeting, accounting, physical plant, purchasing, public safety, printing, human resources, and facilities scheduling. This senior level position requires a broad-based knowledge of campus as well as state government operations.

ment operations.

Qualifications: Doctorate in higher education, finance or related field; ten years of progressing responsibility in one or more administrative areas; significant extensive fiscal and administrative experience in higher education or a transferable business environment; ability to work with comprehensive budgets; demonstrated knowledge of the principles and practices of administrative management, accounting, and budgetary procedures applicable to higher education; long range financial and facilities analysis experience; strong management and organizational skills; excellent written, verbal and public speaking skills including the ability to communicate effectively with the academic community, legislative and governmental agencies, and the various publics; commitment to affirmative action, equal employment, and achievement of cultural diversity; related experience in higher education, state government or similar activities preferred. The Community: Central Missouri State University is located in Warrens-

The Community: Central Missouri State University is located in Warrensburg, a friendly community of 15,000, near the intersection of U.S. Highway 50 and Missouri Highway 13. Warrensburg serves as the area center for commerce, banking, education, agricultural enterprise and light industry. It has excellent medical facilities, including Western Missouri Medical Center, and fine public schools. Warrensburg is one hour southeast of Kansas City and one hour and a half northwest of the Lake of the Ozarks. Position available july 1, 1992. To be assured full consideration, application should be accompanied by a letter of interest, current résumé, and the names and addresses of three references. Applications and nominations must be submitted by January 31, 1992. Central values diversity and encourages women and members of minority groups to apply. Submit applications and nominations to: Dr. Tom Edmunds, Search Chair, Vice President for Finance and Administration. 210 Administration. Central Missouri State University, Warrensburg, MO 64093; 816-543-4118. Central Missouri State University is an Affirmative Action, Equal Employment Oppor-tunity Employer.

phone: (501) 235-4008. Affirmative Action. Equal Opportunity Employer.

Sociology/Anthropology: Websier University accis an assistant professor for a status-track appointment in the Department of Behavioral and Social Sciences. Candidate must be able to teach introductory courses in sociology and anthropology, and be able to teach in three or more of the following areas: social issues, ethnic and minority relations, social movements, organizational behavior, theoretical sociology/anthropology, or qualifative research methods. Mini-



Provost and Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT SAN ANTONIO

The University of Texas at San Antonio invites numbrations and applica-tions for the new position of Provost and Vice President for Academic Affairs. The University seeks dynamic and creative leadership from a chief academic officer as it develops new academic programs and ex-pands graduate education, research, and outreach activities to address rational needs and new educational demands of the country's tenth

THE UNIVERSITY
UTSA is a comprehensive public metropolitan university located on the edge of the Texas hill country, serving almost 16,000 students. The city of San Antonio, which combines a rich cultural heritage with a modern emphasis on technology, research, and education, is a dynamic city with a population of over 1.5 million in the urban area. The University is a major contributor to the area's growth as it serves the multicultural population of San Antonio and south Texas with outstanding faculty, demanding academic programs, and rapidly developing research activities. RESPONSIBILITIES

RESPONSIBILITIES

The Provost reports directly to the President and normally serves as acting President in the President's absence. The Provost has broad responsibility for the development, administration and quality of academic programs, including leadership in academic budget, academic policy development and implementation, and all matters directly affecting the faculty. The Provost promotes the academic budget, academic policy development and implementation, and all matters directly affecting the faculty. The Provost promotes the academic interests of the University, serves as liaison to academic governance structures and faculty committees concerned with academic affairs, and has primary responsibility for faculty recruitment, development, compensation, promotion, and tenure. He/She supervises and evaluates 40 undergraduate and 21 master's degree programs, as well as a cooperative doctoral program, in four colleges with associated research centers and 15 academic divisions. Also reporting to the Provost are the Office of Graduate Studies and Research, the Office of Admissions and Registrar, the Library, Office of Instructional Resources, the University Honors Program, and the university-wide Hispanic Research Center. These responsibilities include leadership for the development of selected doctoral programs and associated research activities.

activities.

QUALIFICATIONS
The Provost and Vice President for Academic Affairs must demonstrate intellectual vision, the skill and vigor to implement institutional goals, and a clear understanding of the role of the comprehensive metropolitan university in a multicultural environment. In order to assume the position of Provost, the successful candidate must have an earned doctorate, an outstanding record of teaching and scholarship sufficient for the rank of tenured full professor, demonstrated disciplinary or professional leadership, and a successful record of progressive and significant experience in higher education academic administration, preferably at the level of dean or above, which demonstrates leadership, management, personnel, budgeting, and planning skills. He/She must demonstrate ability to develop and promote excellence in academic programs, research, and creative activities; to lead academic planning and the articulation of institutional goals; and to communicate and work effectively with diverse individuals and groups internal and external to the University. In addition, the Provost must demonstrate commitment and a record of successia geruiting and retaining minorities and women among the faculty. son, the Provost must demonstrate commitment and a record of success in recruiting and retaining minorities and women among the faculty, staff and student body: appreciate the role of faculty, staff and students in university governance; and be committed to team administration and a strategic planning orientation to decision making, interdisciplinary and multicultural programming, enhancement of the undergraduate experience, and strong university-community linkages.

APPOINTMENT AND APPLICATION INFORMATION APPOINTMENT AND APPLICATION INFORMATION
This position has a starting date as early as July 1, 1992, or a date as soon
thereafter as practical, preferably no later than September 1, 1992. Salary
is competitive and commensurate with qualifications and experience.
Review of candidates will begin on February 3, 1992. Applications and
nominations received after this initial deadline will be accepted and reviewed on a biweekly cycle as necessary until the position is filled.
Qualified candidates should forward a letter of interest, resume, and the
names, addresses and telephone numbers of at least three references to:

Dr. Raymond T. Garza, Chair Provost Search Advisory Committee Office of the President The University of Texas at San Autonio 6900 North Loop 1604 West San Autonio, Texas 78249-0601

The University of Texas at San Antonio is an Equal Employment Opportunity. Affirmative Action Employer. Women and minorities are encouraged to apply.

Spanish Assistant Professor, tenure track, beataning August 16, 1992. Position contingent upon funding. Requires Ph.D.; native or near native fluency in Spanish Generality preferred. Enthusiasm and commitment to trackers aduate teaching of Languages and literature is a provity, as well as potential for scholarsip. Send letter of application, curriculum vitae, transcripts and three current letters of a transcripts and three current letters of commendation to Spanish Search Committee; Department of Communications; University of South Carolina-Jaken; 171 University Parkway; Asken, South Carolina 29801, Deadline: February 16, 1992. USCA is an AAEO Employer

Sociology/Gerontology: West Georgia College Recks an Associate Professor to help added and coordinate an interdisciplinary Master's Program in Gerontology. This is a hil-lime lenure track position, beginning September 1, 1992. Responsibilities include graduate level course and practicum developoragal, administrative duties and teach.

September 1, 1992. Responsibilities include graduate level course and practicum development, administrative duties and teaching. Ph.D. required (Gerontology, Socialogy of Social Work preferred), with evidence of effective teaching and demonstrated record of scholarship Preferreds, with evidence in working with older persons. Poston confingent on availability of funds. Send vita, with names and addresses of three references to Mr. Pick Curner, Department of Sociology/Anthropology, West University. Spanish language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language pedaguage converse and possibly some introductory interature courses. Initial three-year contract. Candidate should possess Ph.D. or equivalent in Spanish and coordinate Spanish language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language pedaguage. The contract of contract candidate should possess Ph.D. or equivalent in Spanish Lecturer; 1921. A A/EEO employer. Sendor Lecturer (1921) and complete the language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language pedaguage. The language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language possible professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and experience in language Coordinator at Sendor Lecturer level, with significant professional accomplishment and

Rutgers, The State University of New Jersey

VICE PRESIDENT FOR STUDENT AFFAIRS

Rutgers University invites numinations and applications for the position of Vice President for Student Alfairs. Rutgers University is a comprehensive public research university with campuses in Camden, Newark, and New Brunswick. The Office of the Vice President for Student Affairs will be located in New Brunswick. The University en

ty enrolls over 47,000 students in 26 schools and colleges.

Dutless Reporting to the University Vice President for Academic Alfairs, the Vice President for Student Affairs will provide advice and coordination of all Issues relating to student affairs. Services for which the Vice President for Student Affairs will have oversight include: Resident Life, Fraternity/Sorority Affairs, Student Activities and Programming, Student Conduct, Student Activities Centers, Student Recreation Centers, Minority Affairs, Student Health Services, Orientation Programs, Gay and Lesbian Services, and Disabled Students Services. The Vice President for Student Affairs will also work closely with the Provosts and Deans of the three campuses to strengthen the University's cocurricular experience for students and to improve the general quality of the student experience at Rutgers. The candidate will also develop and articulate student issues that have college, campus, and university-wice Implications.

Implications.

Qualifications: Earned doctorate preferred. The successful candidate should have at least five years of administrative experience at a supervisory level. He or she should have demonstrated experience and ungoing commitment to fostering a multicultural community. He or she should possess strong leadership and management skills and be able to work effectively with taculty and administrators to build a successful student life program. An ability to work well within a collegial governance structure is essential. The candidate should have experience in planning, implementing, and evaluating programs and services that enhance student life and embody academic values. Letters of application or nomination, including a current vita and the names, addresses and telephone numbers of tive references should be sent to:

Search Committee Vice President for Student Affairs Old Queen's Building, Room 101

Employment eligibility verification required. Affirmative Action, Equal Opportunity Employer.

HURON UNIVERSITY VICE PRESIDENT FOR ACADEMIC AND STUDENT SERVICES

Huron University is a private, independent coeducational institution located in Huron, SD. it enrois approximately 1,000 students at its campuses in Huron, SD. Sloux Falls, SD. and London, England.

Responsibility The Vice President for Academic 8. Student Service s reports directly to the President and is responsible for all academic and student service activities of the University. Units reporting to the Vice President for Academic 8. Student Services are the Schools of Business. Nursing, Arts 8. Science, and Education 8. Human Services: the Library, Student Services, and the Registuar.

Qualifications: Ph.D. Ed.D., or D.B.A. from a regionally accredited institution, Minimum of 5 years of progressively responsible administrative experience in higher education; Experience with International education; Excellent Interpersonal and communication shifts; Experience in the private Independent higher education environment; A record of academic and scholarly achievement.

Application Nominations and applications must include the following: Letter of application in Communication in Communications and applications and nominations should be received no later than February 7, 1992. Applications and nominations should be addressed to Dr. R. John Reynolds. President, Huron University, 333 9th Street SW, Huron, SD 57350 EOU/MAT.

mit recrusity. A 1992. Applications and miscondistrict of the Persident of Historic Committee of the State of the Persident of Persiden

Spanish: See our advertisement under Humanilles/Spunish, Philadelphia College of Planmacy and Science.

Special reducation: Assistant Professor (tenure track) in Distance Teacher Education. Department of Special Education, Interestry of Utah. Responsibilities include administrative responsibility for Department's distance teacher education program; teaching core courses in special administrative action; such as human exceptionality, durating exceptional students, educations of the program of the

Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT TYLER

The University of Texas at Tyler invites nominations and applications for the position of Vice President for Academic Affairs. The University seeks dynamic and creative leadership from a chief academic officer as it develops now seademic programs and expands graduate education, research, and service activi-

U. T. Tyler is an upper-level university located in the piney woods of the East Texas lake country on the I-20 confidor, 90 miles east of Dallay. The University serves a region with a population of 750,000 by offering academic programs in 48 undergraduate and 24 graduate areas. The University contributes signifi-

Reporting to the President, the Vice President has broad responsibility for the development, administration and quality of academic programs - including leadership in academic planning and resource allocation, the administration of the academic budget, academic policy development and implementation, and all matters directly affecting the faculty. He/she supervises and evaluates degree programs in four achoels and associated academic directly affecting the faculty. programs in four schools and associated scadenic divisions. Also reporting to the Vice President are the Office of Admissions and Registrar, the Library, International Programs, and the University Honors Program.

QUALIFICATIONS

The University seeks a person of intellectual vision and energy. The successful candidate must have administrative experience which demonstrates leaders him management, budgetary and planning skills. This position requires an earned doctorate and a distinguished record of teaching and scholarship sufficient to provide eligibility for the rank of full professor. The successful candidate must demonstrate assess in terms of the successful candidate must to work effectively in a collegial manner with a diverse group of faculty administrators, and sudents. A demonstrated commitment to equal apportunity and affirmative action is essential. The applicant should also be committed to, arrategic planning orientation to decision making, interdisciplinary and multicultural programming, enhancement of the undergraduate experience, and

APPOINTMENT AND APPLICATION INFORMATION This position has a saring date as early as July 1, 1992, or a date as soon thereafter as practical, preferably no later than September 1, 1992. Salary is competitive and commensurate with qualifications and experience. Review of candidates will begin on February 15, 1992. The University will accept and review applications and nominations received after this initial deadline until the tion is filled. Qualified candidates should forward a letter of interest that contains a brief statement of educational philosophy, resume, and the names, addresses and telephone numbers of at least three references to the following:



Dr. Donald E. Fischer, Chair VPAA Screening Committee Office of the President The University of Texas at Tyler 3900 University Blvd. Tyler, Texas 75701-6699

The University of Tease at Tyler is an Equal Employment Opportunity, Affindative Action Employer. Women and minorities are encouraged to apply.

VICE PRESIDENT

Development and University Relations

The Vice President for Development and University Relations is responsible for the overall advancement program of the University of Redlands. Reporting to the President, the Vice President leads ongoing administra-tion of Development, Alumni Relations and University Relations. The Vice President Staffs the appropriate Committees of the Roard of Trust-ces, and participates in the management of the University as one of three Vice Presidents in the Office of the President.

Interested candidates should submit cover letter, résumé, and the names addresses and phone numbers of three professional references to:

University of Redlands Office of the President 1200 E. Colton Ave. P. O. Box 308 Redlands, CA

of special education. Doctorate preferred. Applications will be accepted until the position is filled. Review of applications will begin lenniary 31, 1992. Send latter of application, vita, 3 letters of recommendation and branscripts (copies acceptable) to the following address: Dr. Joteph Justen, Search Copposition Chair, Department of Special Education and Communicative Disorders P. O. Box 940, State University, Arkanasa 72467; telephones 501-972-3061. EOE/AA Employer.



PENNSTATE

Fayette Campus

CAMPUS EXECUTIVE OFFICER

The Pennsylvania State University is seeking qualified candidates

for the position of Campus Executive Officer (CEO) for its Fayette Campus. The CEO is the chief administrative officer of the campus and is responsible for administering all of its University

The Fayette Campus, a 200+ acre rural commuter campus, serves' a five-county area located in the scenic Laurel Highlands of

seeking students. An additional 4,000 members of the community

take advantage of the excellent curriculum of Fayette's continuing education program. Penn State Fayette offers baccalaureate degree programs in Nursing, Administration of Justice, General Arts and

undergraduate degrees. It also offers 13 associate degree programs and has enjoyed a positive growth ever since it was founded over

25 years ago. The faculty and staff of the Fayette Campus are

highly motivated and dedicated to the University's mission of maintaining a standard of excellence in teaching, research, and

Candidates should have an earned doctorate, several years of

experience in college and/or university teaching and substantial

experience in academic administration. Send two copies of resume,

Dr. John Leathers

Assistant Vice President

Commonwealth Educational System 111 Old Main Building, Department CHE University Park, PA 16802

ASSOCIATE STATE SUPERINTENDENT

Division of Program Development

and Intervention

The Illinois State Board of Education is seeking an innovative, effective education leader to fill this cabinet-level position, administering a major program division of the State agency.

Responsibilities include a heavy emphasis on developing programs to better meet the needs of the diverse student population, including major school restructuring initiatives.

The division is also responsible for intervention programs such as federal Chapter I, early childhood initiatives, and alternative education for chronic trunnts and dropouts. Statewide Bilingual and Urban Education programs are also administered through this position.

In addition, the Associate Superintendent serves as the primary linison to the Chicago Public Schools, including interactions with the Chicago business and civic community and several foundations.

The Associate Superintendent reports to the State Superintendent of Education, who is appointed by the State Board of Education. The agency is responsible for all public K-12 education in the State. This position is based in the agency's Chicago office.

Application Deadline: Monday, February 17, 1992, or until a

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.

Southwestern Pennsylvania. The diverse student body is comprised of more than 900 associate and bacculaureate degree

Sciences, and the first two years of more than 100 other

programs. The CEO is also responsible for maintaining close



UNIVERSITY OF **NEW HAMPSHIRE**

Vice President for Student Affairs

The University of New Hompshire invites applications and nominations for the position of Vice President for Student Affairs. The University of New Hampshire is a public land, space and sea grout institution which serves approximately 11,500 undergraduate and graduate students. The campus is located in Durham, NH, which is a semi-rural lown located 11 miles from the coast and 60 miles north of Boston, Massachu-

The Vice President for Student Affairs reports directly to the President of the University and is one of the five Vice Presidents comprising the President's executive management team. Offices currently reporting to the Vice President for Student Affairs include Career Services, Health Services, Counseling, Housing, Residential Programs, Student Union/Student Activities, Multicultural Student Affairs, Student Conduct, Parent Programs, Dining, Police and Security Services.

It is the responsibility of the Vice President for Student Affairs to formulate, implement, and evaluate student programs which complement the academic ralaxion of the University and enrich the quality of student life. She or he must oversee the activities of selected campus committees, student government, student organizations, and other related administrative offices. The Vice President for Student Affairs is also responsible and accountable for all fiscal and budgetary matters related to units within Student Affairs.

The successful candidate for this position will have an earned Dectorate in a

- A record of strong administrative and supervisory experience related to
- student affairs

 Excellent interpersonal and student advocacy skills

 Experience in working with a diverse community of undergraduate and graduate students, faculty, staff, governance groups and the community at large
- unstrated success in promoting and supporting a diverse student

The starting date will be July 1, 1992, or as soon as possible thereafter. Applications will be reviewed beginning February 3, 1992; the review will continue until the position is filled.

Applications and nominations should be sent to:

Dr. Karol LaCroix, Chair
Search Committee for the Vice President for Student Affairs
Office of the President
Thompson Hall
University of New Hempshire
Durham, NH 03824

Interested applicants should include a letter of interest, curriculum vitae, and names and addresses of at least three references.

The University of New Hampshire is an equal opportunity, affirmative action employer, and specifically invites and encourages applications and nominations from women and minorities.

Assistant Vice Chancellor for Administration Graduate Programs

UCLA seeks a proactive, innovative senior adminis to the Vice Chancellor and oversee the management of all administrative and financial functions supporting Graduate Programs/Graduate Division. The ror to serve as chief of staff

Assist in the development of strategic plans for staffing, financial needs and programmaticobjectives. Supervise section heads in Admissions and Computer programmatic objectives. Supervise section heads in Admissions and Computer Services, Student Academic Affairs, Budgets and Academic Support and Information Services. Develop Innovative systems to ensure optimal divisional performance and service to the campus. Manage financial forecasting, resource allocation, fund management and reporting functions. Identify and research administrative issues related to graduate education, draft position papers and proposals for the Vice Chancellor. Oversee development of a comprehensive management information strategy. Serve as Ilaison with central administrative offices, graduate and professionals schools and other UC campuses.

Qualifications: Significant experience as a senior manager in a university setting, with proven ability to deliver efficient, cost-effective and integrated administrative and financial services. Skill in financial analysis, planning. administrative and financial services. Skill in financial analysis, planning, administration and evaluation of a multimillion dollar master budget. Skill in managing and motivating a multi-function staff and fostering a positive, cohesive organizational culture. Excellent organizational, analytic, communication and interpersonal skills. Commitment to excellence chrough diversity. Computer sophistication to oversee development of appropriate MIS operations. Graduate degree and understanding of issuer affecting graduate—education helpful.

Annual salary range \$60,800 to \$91,200. Please submit your resume with Annual statey range 500,000 to \$91,200. Presse suitent your resume with salary history and a cover letter detailing your qualifications by January 31, 1992, to: Gwen Kobayashi, UCLA Campus Human Resources, 405 Hilgard Ave., Los Angeles, CA 90024-1465, Attn: Job #M2189-CHEAf: Act. Emp.

UCLA

ter's degree in Special Education and a doctorate in Curriculum and instruction or Education in Curriculum and instruction or Education will also be considered. Applicants must have at least three years of public school enchristed in Education in Education Employment Opportunity, Af-

Special Education Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses in special education with emphasis in learning disabilities. Also required is supervision of field experiences, student advisement, and ratiopation in division planning activities. Required: doctorate in special education, rabbit school teaching experience, background in corriculum development/instructional planning, and strong student advisement record. Send sprittenion to Dr. Konnest record. Send sprittenion to Dr. Konnest Canno, Leading Callett, Oannoy, Biscois 62301. Deadline: January 31, 1972, BOH.

COORDINATOR. Ethnic Studies Program

Davidson College seeks to make a senior-level appointment in the Humanities or Social Sciences in the area of Ethnic and African-American State and African-American State and African-Republisher of the second blue for the seco can Studies. This Individual would be responsible for developing and coordinating a program in Ethnic Studies, with a focus on African-American Studies, to include lectures, student activities, and curriculum development. Qualified applicants should have at least six years' teaching experience at a liberal arts college or university and be tenurable in a department of the College. Excellence in teaching required; professional attniments expected. Fourcourse teaching load may intainments expected. Fourcourse teaching load may include work at neighboring
historically African-American colleges. We will review
applications on March 1,
1992, but will accept applications until the position is
filled. Plenae send application materials by March 1,
1992 to Dr. Robert C. Williams, Dean of the Faculty
and Vice President for Academic Affairs, Davidson Colloge, P. O. Box 1719, Davidson, NC 28086. Women and
minority faculty encouraged
to apply.

Assistant Vice Chancellor Financial Services

The University of California, San Diego, invites applications or nominations for the position of Assistant Vice Chancellor for Financial Services. As the Chief Financial Officer of the campus, you will be responsible for general accounting, loan administration, payroll, disbursements, extramural fund management and cashier operations. You will also oversee a full-time staff of 153 and an annual budget of \$6.5 million. This position is one of eight senior positions reporting directly to the Vice Chancellor for Business Affairs.

The successful candidate will possess a demon-strated record of leadership, organizational effectiveness and progressively responsible financial management experience, preferably in higher education or other public institutions. Special emphasis will be placed on professional experience which reflects an understanding of the higher education academic environment, sponsored programs and revenue-based operations. A Master's degree in Business Administration, Finance or related discipline is preferred. Strong written and verbal communication skills along with commitments to affirmative action, creative problem-solving and imaginative approaches to achieving University goals are essential. Solary is negotiable and com-

UCSD ranks as one of the top ten research universities in the United States. With enrollment exceeding 17,000, UCSD has over 1,200 acres of land, 300 buildings and an annual oper ating budget exceeding \$800 million. The campus is home to a large health sciences program, including a 450-bed medical center and medical school, the Scripps Institution of Oceanography and 5 residential colleges.

For consideration, please send resume and/or letters of nomination by 3/10/92, to: Thomas R. Leet, Manager of Campus Personnel Services, UCSD, 9500 Gilman Dr., Mail Code 0922, La Jolla, CA 92093-0922. AA/EOE.

UCSD

Vice President for Administrative Services

UNIVERSITY OF UTAH Nominations and applications are invited for the position of Vice President for Administrative Services. The University of Utah is a major, national research university with a Health Sciences Center and has 15 colleges with more than 26,000 students. The University is located at Salt Lake City on a 1,425-acre campus and has an annual expenditure budget of \$700 million.

1,425-acre campus and has an annual expenditure budget of \$700 million.

RESPONSIBILITIES: The Vice President for Administrative Services reports to the President and serves as the University's Chief Financial Officer. The Vice President has primary responsibility for the management and operational oversight of financial and accounting services, internal audit, administrative data processing and information systems, auxiliary enterprises, public safety, personnel services, physical plant operations, facilities planning and construction, and the University Research Park, which in the aggregate have annual operating budgets exceeding \$68 million. The Vice President interacts frequently with legislative committees and the University's governing boards, and serves on the governing boards of several University foundations and institutes.

OUALLICATIONS: Preferred qualifications include as advanced decrea

QUALIFICATIONS: Preferred qualifications and institutes.

QUALIFICATIONS: Preferred qualifications include an advanced degree in business, education administration, or related fields as well as pertinent professional cortifications, and have relevant senior level experience in university administration and financial management in a large research university setting. The successful candidate will have experience in coordinating diverse activities within a complex management structure and demonstrated competence in leadership, communication, planning, and constructive interaction with various constituencies. Salary will be commensurate with experience and qualifications.

APPLICATIONS: The position beautiful and institutes and constructions.

APPLICATIONS: The position has a targeted start date of July 1, 1992. Nominations and applications (addressing stated qualifications), along with a complete resume and names, addresses, and telephone numbers of at least four references, should be sent to: Cary H. Hughes, Chair, Vice President for Administrative Services Search Committee, 2743 University Hospital, University of Utah, Salt Lake City, Utah 84132, Screening by the committee will begin no later than February 17, 1992 and will continue until the position is filled.

An Affirmative Action, Equal Opportunity Employer

pro-track position with expertise in mental retardation. Additional expertise in surious emotional handicaps, mild disabilities, or educational technology highly designable. These undergraduotes and graduate introductory and methods courses related to arrest of expertise, appearance of expertise of expertise of expertise of expertise of expertise of expertises. Application, appearance of expertise of expertise of expertises and expertise of expertises and expertise expertises. Application, including expertise of expertise of expertises and expertise expertises and expertise expertises. Application, including expertise of expertises and expertise expertises and expertise expertises. Application, including expertise of expertises and expertise expertises and expertises. Application, including expertise of expertises and expertises and

manicational Psychology. Program for Exceptional Children, rank open. Specialization in Behavior Disordered/Emotional
Handicapped and a supportina area of apecial education, proferably mental retardation. Major responsibilities include teachina graduate level courses, exholarly research and publication; advising and supervising armitmic students in special
education, including precisum and student
teaching; providing program, departmential, university, and community services.
Opportunity available to assume role of coquidinator of Program for Exceptional Childran. Position requires samed doctorate in
the areas of emphasis held at time of apolication; evidence of nationally recognized
acholarship; excellence in teaching and
community services, and a midmum of
three years leaching in behavior disorders
in public schoots. Tanure-irreck position.

Speech Communication: Tenure track to beain August 1992 with Department of Communication Arts: Ph.D. in Speech Communication: tesch effectively range of introductory and advanced congres in the discipline; research interests and superfence; preference to a vision for interaction of speech communications into the undergraduate curriculum, make both applied and theoretical connections with other discipliness in the curriculum; potential to as-

VICE PRESIDENT FOR BUSINESS AFFAIRS Roanoke College seeks applications and nominations for the position of Vice President for Business Affairs.

ROANOKE COLLEGE
MIZOUR SEXQUICEN SEXULICATION OF EXCELLENCE

The Position: The Vice President for Business Affairs is responsible for management of all fiscal matters of the college, administrative services, and physical plant operations. The Vice President, as the chief business officer of the college, reports directly to the President. This person also serves as Treasurer of the Board of Trustees as funds custodian, and in this role reports to the Chairman of the Board. custodian, and in this role reports to the Chairman of the Board.

Qualifications: MBA, MPA, or equivalent graduate degree desired.

Demonstrated knowledge of the practices of business administration, accounting, financial management, investment, and budgetary processes. Demonstrated success as a manager of people. Demonstrated commitment to providing service in support of institutional mission. Strong skills as a communicator, both orally and in writing. Understanding of the private college environment. Demonstrated commitment to working effectively as a member of a management team.

Salary: Salary and benefits are competitive.

The College: Roanoke College, founded in 18-19, is the second-oldest.

The College: Roanoke College, founded in 18-12, is the second-oldest of the Lutheran-affliated private liberal arts colleges. It has an enrollment of 1500 FTE students, 26 major programs, a student-faculty ratio of 141, a campus of 68 acres, and 34 major buildings. Its FY02 budget is \$26 million, and the current market value of its endowment is \$27 million. The College has enjoyed recent growth in both student quality and enrollment, and has been recognized for two consecutive years by U.S. News & World Report as the top up-and-coming liberal arts college in the South.

Applications: Please send a grown that the program is the send of the control of the send of the send

Applications: Please send a current vitae, a letter of application, and the names and addresses of three references not later than 24 january 1992, to: Dr. Gerald W. Gibson, Chair, V.P. for Business Affairs Search Committee, Roanoko College, Salem, Virginia 24153; (703) 375-2203.

sume duties of chair of the denartment, comprise programs in speech communications, drama, and media studies/journalism; commitment to multicultural diversity, interdisciplinary studies, intermisional studies, student-faculty research, and impovative teaching; affirmation to the mission of a nationality recognized church-related liberal arts college; submit letter of application, statement of traching philosophy, curriculum vitae, there recent letters of recommendation and transcripts of graduate work to: Dr. Leonard Schulze. Ackemic Dean, Texas 28153; review of applications to best 1815; review of applications to best 1815; review of applications to best 1816.

Speech-Language Pathology: Assistant Professor, Tenure track, the month position to beam August M, 1992. Surmmer employment besed on departmental needs, Doctorate and CCC-SLP required. Dutles include teaching underparchate and graduate courses, supervising chilacial practicum, and canaging in scholarly activity. Backsoond in neurogenics and/or adult-child speech disorders preferred. Review of applications will begin Isnuary. 1992. Send tatte of application, vita transcripts, and three letters of reference to Mary Ann Vogelsans, Ph.D. Chairpersoci Department of Communication Disorders; Southeast Missouri Sitel University, Capo Cirardeau, Missouri Giffol. Southeast Missouri State University. Southeast Missouri Rate University and opportunity, mf. autmative action employer.

Speech-Languaga Pathology: Assistant Professor, tenure track; Doctorate; CCC-SLP; bilingual (Spanish/English); prefer previous experience at university level; preference given to bicultural applicant; provide academic mod clinical instruction to students in bilingual speech-language pathology option; coordinate student externishings for bilingual students; teach undergraduate courses in sreas of expertise; pour conter research in sreas of interest; partornother dultes expected of a university appointment; position available August 17, 1992; applications accepted immediately and until position is filled. Send complete vita and three letters of recommendation to: Dr. Jennifer Barber Walson, Director, MSHC, Texas Telistan University, Fort Worth, Texas Telistan University, Fort Worth, Texas Telistan University, Fort

BULLETIN BOARD: Positions available



Minnesota Community College System

PRESIDENT

INVER HILLS COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces an opening for the position of President at Inver Hills Community College. Inver Hills Community College currently enrols 5,500 students. Founded in 1970, the college is located in Inver Grove Heights, a southern suburb of the Twin Cities of Minneapolis and St. Paul.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has increased over 51% in the past seven years.

The President is the chief executive officer of the college with responsibility for all programs and functions of the institution. The President reports directly to the Chancellor.

- The following qualifications are considered essential or highly desirable:

 A demonstrated commitment to the mission of the community colleges.

 A demonstrated capacity for creative and resourceful management and
- strated leadership ability in areas such as instruction and student
- Demonstrated abilities in community relations
 Demonstrated skills in fiscal planning.
- Demonstrated skills in fiscal planning. Experience in employee contract administration. Training in educational administration, preferably with an emphasis on
- higher education.

 Experience in educational administration, preferably at the post-second-ary level; community college administrative experience is destrable.

 An earned doctorate or appropriate experience that provides equivalent

strength.

Demonstrated commitment to student concerns.

Salary is competitive and commensurate with experience and qualifications It is anticipated that the president will assume his or her duties in July, 1992. The 1991 Minnesota Legislature mandated a inerger of three of the four public higher education systems—the community colleges, the technical colleges, and the state universities. The University of Minnesota is excluded from this legislation. Barring changes in the next three legislative sessions, a single "Super Board" will govern these three systems effective July 1, 1995.

The application deadline to February 3, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resumé, and the names of three references. Please address nominations, inquiries, and applications to:

Anne Wayandt
Search Coordinator
MINNESOTA COMMUNITY COLLEGE SYSTEM
203 Capitol Square, 550 Cedar Street
St. Paul, MN 55101

The Minnesota Community College System is an equal opportunity, affirmative action employer.

EXECUTIVE DIRECTOR OF INSTITUTIONAL ADVANCEMENT

PHILADELPHIA COLLEGE OF PHARMACY AND SCIENCE

PCPS seeks an accomplished professional to direct is advancement program. Reporting to the President, the Executive Director of Institutional Advancement will provide leadership to a professional staff of lour persons for the planning and implementation of a well-defined program in development, alumni relations, and public relations. The successful candidate will have a minimum of seven years of progressively responsible development experience, measurable success in fund raising, capital campaign experience (the College is in a \$10 million campaign, which the successful candidate will direct), a good working knowledge of planned giving, and demonstrated management skills.

PCPS, founded in 1821, is a private, independent college of 1650 students, offering bachelor's, master's, and doctoral degrees in the pharmaceutical and related sciences, as well as physical therapy. The Philadelphia College of Pharmacy and Science is an Equal Opportunity, Affirmative Action employer with a strong commitment to racial, cultural and ethnic diversity. Nominations of and applications from women and individuals from a broad spectrum of backgrounds

Latters of application and résumés should be sent to:

Mr. Sandra L. Horner Director of Personnel

PHILADELPHIA COLLEGE OF PHARMACY AND SCIENCE

600 South Forty-third Street Philadelphia, PA 19104-4495

Pacity Positions. The Spurt Management program seeks two additional faculty members for the 1992-1993 academic year A terminal degree in business, management, committee, aport management, law, or related field preferred. The position will be at the Locturer, Assistant, or Associate Professor level. Management experience in the aportism should be professional sports, intercollegiate athleties, speciator facility management, law, or result transitional professor marketing, media relations, and the aporting models relative management, sports marketing, media relations, and the aporting models relative management, sports marketing, media relations, and the aporting models relative management, sports marketing, media relations, and the aporting models relative. The successful tendidatels will be exacting at the graculate and undergranduste level. Teaching secretic and commitment to research common terminal superior with a potential to direct the statistics and actuaristics and reference better of application in diciating your area of interest, a curriculum vitae, and there reference better to Search Cummittee Chair, Department of Nathematics and Statistics, University of Nebrash at Kearney, Nebrasha 68449-5960. EBO Amagement position in Structural Engineering at the

Sport Management: University of Massa-chasetts at Ambers), Sport Management ary 15, 1992, or until a qualified candidate Paciny Positions. The Sport Management wan be identified. The University of Massa-van be identified. The University of Massa-

VICE PRESIDENT FOR

BUSINESS AFFAIRS

BRUNSWICK COLLEGE A Unit of The University System of Georgia

Applications and nominations for the position of Vice President for Bushness Affairs are invited.

Bushiess Affairs are invited.

QENERAL INFORMATION: The College, founded in 1961, is a two-year unit of The University System of Georgia. The College serves a five county region in Southeast Georgia with the campus located in Brunswick. Georgia. Programs offered include the Associate of Arts, Associate of Science, Associate of Applied Science, and certificate programs. Brunswick College is a comprehensive two year college which includes a full range of vocational-technical programs.

POSITION DESCRIFTION: The Vice President for Business Affairs reports directly to the President, is the chief financial and business officer, and is a member of the President's Cabinet. Responsibilities include fiscal policy development; long-range financial forecasting and planning; budget analysis, planning and control; financial accounting and reporting; personnel administration; physical plant operations and maintenance; facilities master planning; purchasing; campus safety and crime reporting; auxiliary services; affirmative action compliance and reporting; oversight of all campus renovation and construction projects; inventory control; and such other duties as may be assigned by the President.

QUALIFICATIONS: Master's degree in business-related field or other appropriate education and training; significant administrative experience in business and finance preferably in a public college setting; substantial knowledge of computer applications for business and accounting; excellent communication skills; proven leaderahip ability and human relations skills.

SALARY: Competitive and negotiable depending upon qualifications. DATE POSITION IS AVAILABLE: January 27, 1992.

APPLICATION DEADLINE: January 24, 1992. APPLICATION: Send letter of application, résumé, transcripts, and a

> Dr. Dorothy L. Lord, President Brunswick College Brunswick College Altama at Fourth Street Brunswick, QA 31523

An Equal Opportunity Employer



Vice President for Academic Affairs

North Adams State College (NASC) invites nominations and applications for the position of Vice President for Academic Affairs. The position is available July 1, 1992. To be eligible for an initial review of applications, please apply by February 3, 1992.

NASC, founded in 1894, is primarily a residential, undergraduate liberal arts institution with professional programs in business, teacher education, computer science, medical technology, social work and communications. In addition to undergraduate and graduate degree programs, the college contributes significant resources to the economic development efforts of the Northern Berkshire region of Massachusetts.

Minmum qualifications for caudidates include: an earned doctorate from an accredited graduate school, a minimum of five years of substantial and progressively more responsible experiences in positions of leadership and alministration in higher educational institutions, evidence of successful reaching experience in higher education, and a clear understanding of collective hargaming administration in faculty-institutional relations.

To be considered, please submit a written statement of interest in the posi-tion, a copy of a current resume and the names of three references who are current ant/or former immediate supervisors. Letters of nomination or ap-plication should be directed to:

Dr. Robert N. Maust Chairman, VPAA Scarch Committee clo Persounel Office North Adams State College North Adams, MA 01247

North Adams State College is an Equal Opportunity, Affirmative Action Employer. Minority and women candidates are urged to apply.

Assistant Professor level starting August 16, 1992. The position involves undergraduate teaching and development of sponsored research programs. 85 degree in Sponsored research programs. 81 degree in Sponsored research programs. 81 degree in Student Organization (Student Activities and University Centern is acceptable in Spilod. Mississippi State, Mississippi State University is an Affirmalive Action, Equal Opportunity Responsibilities include serving as a liston to student organization, and supervision to the Organization, and supervision to the Organization and supervision to the Organization and supervision in the Responsibilities include serving as a liston to student organization; providing overall direction and supervision to the Organization and supervision to the Organization and supervision and supervision as a Mississippi Responsored in the American Activities and object commercial and the Activities and defended in the Activities and defended

Applicants should display strong evidence of effective and creative leader-ship with extensive managerial and education administration experience. Approximate salary range is \$76,000-\$80,000, commensurate with qualifi-cations and work history. To apply, send letter of application and vita (including Social Security number) by February 15, 1992 to:

Vivian L. Najim Director of Employee Relations Illinois State Board of Education 100 North First Street Springfield, Illinois 62777 An Equal Opportunity, Affirmative Action Employer

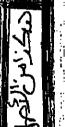
SECTION OF THE PROPERTY OF THE

are preferred. Salary will be commensurate with experience. Send application, returnet, and a fist of at least three references to Dr. Marion W. Corey, Chairman, Suructural financering Search Controlites. P. O. Drawer CE, Mississippi State. P. Controlites. P. O. Drawer CE, Mississippi State. University is a Applications will be accepted through February 15, 1997, or until the position is filled. Mississippi State University is an Affirmative Action, Equal Opportunity Billower.

Student Activities: Assistant Director of the Student Activities. James Midison University is an Affirmative Action of Assistant Director in the Office of Student Activities. James Midison University is an Affirmative Action of Assistant Director in the Office of Student Activities. James Midison University is an Affirmative Action of Assistant Director in the Office of Student Activities. James Midison University of the Comment of 11,000 undergraduate audents. The Assistant Director in responsible for the coordinator, student clubs and organizations, leadership development and student scilities include a responsibilities include a programma and student state of applications and stranging and proporting student clubs and organizations, leadership development and student staff. Qualification of the programs and services of 20 student clubs and organizations, leadership development and student staff. Qualifications of the programs of the programs and student staff. Qualifications of the program of the program and student staff. Qualifications of program and student staff. Qualifications of program and proportion and student staff. Qualifications of program and student staff. Qualificati

pate, and implement all programs for new attudents including new student orientation, Summor CARBS, and Transfer CARBS. Campus Advisament, Registratiffy and Enrollment Sessions). Develop, coordinate, and evaluate the College Orientation course. Coordinate all entering student programs with other Student Affairs resources and personnel. Master's degree in Cousselling. Psychology, Student Personnel, or related field required, Doctorate

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PRESIDENT

LEE COLLEGE Baytown, Texas

The Board of Regents of Lee College invites applications and nominations for the position of chief executive officer and President of the college. Lee College is a public comprehensive community college serving 160,000 residents in the Baytown area. The college, founded in 1934, is situated on 37 acres of land in Baytown. Texas, located 30 miles east of Houston on Galveston Bay. The college serves approximately 15,000 credit and non-credit students per year. In addition to the main campus, there are classes taught at seven extension sites, a regional mail, and the Texas Department of Criminal Justice in Huntsville, Texas. The college enjoys a healthy financial condition and supports its endeavors with a \$20 million budget.

Committee to the growth of individuals as persons, as good citizens of their community, state and country, and as enthusiastic participants in society, the college seeks a visionary leader who understands the concept of leading by serving. The successful candidate will possess excellent communication skills; speaking, writing, and listening.

Lee College is accredited by the Southern Association of Colleges and Schools and looks forward to the opportunities in the reaccreditation process in the near future.

PRESIDENTIAL PROFILE

- An earned doctorate proferred
 An understanding of and commitment to the comprehensive community college philosophy • DEMONSTRATED
- Successful administrative experience, community college preferred
 Successful teaching experience, higher education level professed
- ferred

 Abilities in resource development and financial management

 Commitment to the philosophy of shared governance

 Ability to facilitate the creation of a common vision and to articulate the vision in a meaningful and inspiring way to all constitu-
- Ability to lead in strategic planning and assessment of all en-
- Ability to lend in strategic planning and assessment of all endeavors
 Ability to work effectively with colleges, universities, local school districts, local and state government, business, industry, labor, the college foundation, and other community groups
 Leadership in honoring and celebrating diversity in the student hody, college employees, and the community at large
 Commitment to aggressive recruitment and assimilation of minority students and employees
 Commitment to teaching and learning issues in higher education's quest for excellence
 Commitment to acadenic freedom
 Ability to work with an elected board of regents with local tax-based funding

- Applicants should submit
- 1. A letter of application addressing the elements of the profile.
 2. A current resumé including a home and business phone number.
 3. Names, addresses and telephone numbers of five references who can describe how the profile elements are met.

Applications and nominations should be mailed to Betty Foreman
Presidential Search Committee
Lee College
511 South Whiting
Baytown, TX 77520-4706

Closing date for applications is January 31, 1992. Starting date is July 1, 1992, or as soon as possible. Salary is competitive with excellent benefits.

An Equal Opportunity, Affirmative Action Employer
An ACCT Search

Belmont University **PROVOST**

Beimont University invites nominations and applications for the position of Provost. The Provost serves as the chief ecademic officer and vice president of the university, reporting directly to the President. Responsibilities include the university's entire academic pro-

- QUALIFICATIONS

 Ph.D. or equivalent

 Recent teaching experience on a college faculty

 Administrative experience with responsibilities for a college faculty and a college academic program

 Commitment to the integrity of a liberal arts education in a Civistian context

 Commitment to the integrity of a liberal arts education in a Civistian context

 Commitment to the acading as a priority of the university

 Compatibility with the Total Quality Management style of administration

 THE UNIVERSITY: Bollmont is a serior co-educational university with 2,600 students tocated in Nashville, Th. The university grants there graduate degrees and six undergraduate degrees in 47 different majors or concentrations. As a student-centered institution, Belmont is dedicated to providing students from diverse backgrounds an academically challenging education in a Ciristian environment, Bolmont University is affiliated with the Tennessee Baptist Convention.

 PPLICATIONS: Letter of Interest or commitmation, curriculum without pages.

the remessee separa Convention.

APRICATIONS: Letter of interest or nomination, curriculum vise, names and phone numbers of three references. SELECTION PROCEDURE: A review of candidates will begin february 1, 1992, with the anticipation that the Provost will assume duties prior to the fail 1992 accordingly over, Send nominations and applications to the chair of the Provost search committee: Steven H. Simpler, Belmont University, 1900 Belmont Blvd., Nashville, TN

Student Services Generalist. Washington State University is seeking a Student Services Quantilate for its new branch campus in Vancouver, Washington WSU is Washington's land grant institution and has reconfly opened three branch campuses. The campus in Vancouver is rapidly growing with a current student body of over 500 indents. Enrollment 19 expected to reach 5,000 by the year 2010. A variety of upper-division and graduate degree programs in Girect. The student body is diverse and tends to be somewhat older than the typical degree parced to be somewhat older than the typical degree parced to be somewhat older than the typical degree parced to be somewhat older than the typical degree parced to a private the composition of the typical degree parced to a private that the composition of the typical degree parced to a private the typical degree parced to a private the composition of the typical degree parced to a private the typical typical degree parced to a private the typical degree parced to a private that the typical degree parced to a private the typical degree parced to a province the typical degree parced to a provin

offered. The student body is diverse and itselfs to be somewhat older than the typical cubes population and the majority is partiture. Yancouver is part of the Portland (Orceon) being population and the majority is partiture. Yancouver is part of the Portland (Orceon) being population and the majority is partiture. Yancouver is part of the Portland (Orceon) being population and carries of student service in the proposal of the

PRESIDENT



STATE UNIVERSITY OF NEW YORK COLLEGE OF AGRICULTURE AND TECHNOLOGY

The College Council of the State University of New York, College of Agriculture and Technology at Coblesidil invites nominations and applications for the position of President of the College.

Cobleskill is a fully accredited, comprehensive residential college of the State University of New York. The College enrolls about 2,500 full-time men and women in 47 two-year associate degree programs, a four-year bachelor of technology degree program, and two one-year certificate programs. The curricula are organized in five academic divisions: Agriculture and Natural Resources, Business, Early Childhood, Food Service and Hospitality Administration, and Liberal Arts and Sciences.

The College traces its origins to 1915 and occurries a 750 area campus. \$14

The College traces its origins to 1915 and occupies a 750 acre campus, \$14 million operating budget. Located in scenic, historic Schoharie County, the College is less than a one hour drive from Albany-Schenectady-Troy area and 160 miles northwest of New York City.

160 miles northwest of New York City.

An earned doctorate or its equivalent is preferred. Credentials should reveal progressively responsible administrative experience in an educational institution and evidence of a commitment to teaching, scholarship, research and public service. The candidate should exhibit quelities of leadership and vision, possess skill in handling complex budgets, have the ability to relate effectively with students, faculty, staff and the local community and have sensitivity to the mission of a two-year public institution.

The date of initial appointment is dependent upon the current commitment of the candidate though initial appointment is expected in the Summer, 1992. The Committee will begin its deliberations in early February, 1992. The committee will continue to accept applications until a candidate is hired. Nominations and applications should be addressed to:

Dr. Renes Scieldo Sheves

Dr. Reneå Scieldo Shevet
Director of Human Resources Management
State University of New York
College of Agriculture and Technology
Cobleskili, New York 12043
(518) 234-5423

An EO/AA Employer

Indiana University-Purdue University at Indianapolis (IUPUI)
Will establish a new position:

VICE CHANCELLOR FOR PLANNING INSTITUTIONAL IMPROVEMENT

to coordinate and lead academic and campus planning as well as activities related to institutional research, evaluation, and the continuing improvement of IUPUL As a senior academic officer, the Vice Chancellor will hold a tenured faculty appointment in an appropriate discipline. Candidates should offer a record of substantial contribution to the literature of higher education and expertence in institutional planning and assessment with leadership in involving faculty to these processes. experience in institutional ing faculty in these proces

ing faculty in these processes.

We wish to consider outstanding candidates for the position and would welcome applications, nominations and suggestions. The review of prospective candidates will begin immediately and continue until the position is filled. To ensure consideration, candidates should be identified before January 20, 1992, and should provide a vita, names of references, and a recent publication which is representative of the candidate's views on planning and assessment.

William M. Plater
Executive Vice Chancellor
IUPUI
Administration Building, Room 108
355 North Lansing Street
Indianapolis, IN 46202-2895 Telephone: 317-274-4500 Faceknile: 317-274-4615 Ninet: IVTQ100@INDYCMS

IUPUI is an Affirmative Action, Equal Opportunity Employer

couraged to apply. Candidates must have excellent oral and written communication axids not the ability to work cooperatively with diverse groups and interests. Experience in developing and teading bond and levy earnpaigns is an advantage. Interested candidates should send a brief letter summarizing their experience, a remune and galary history by February 20, 1921 to: Mr. Lee T. Pasquarella, Jonsen-Okiani and Associates, inc., One Believus Center, Suite 570, 411 198th Avenus N.E., Ballavue, Washington 98004; (206) 451-1938.

Survey Research Director, Survey Research Center, University of Nevada, Reno. Initiate and conduct survey research projects including contract nepotiation, survey design, data nealysis, and finel report writins. Seek and promote extramural gratua and constructs for the conduct of basic and applied social actence research. Doctorate nequired with established record of neademic research. At least 5 years' experience in a survey research facility with at least 1 years' administrative responsibility preferred. Successful extramural funding. Experies in research design, survey methodology, statistics, and communication skills. Experience in regoristing contracts. Pamiliarity with computer-assisted identions interesting contracts. telephone interviewing systems preferred. Start July 1, 1992. Administrative, non-ten-ure track position with possibility of faculty appointment in an appropriate academic qual. Salary commensural with qualifications and experience. Application, curriculary vites, and somes, addresses, and telephone numbers of at least three references.

Teacher Education: Teacher Education Project Director for proposed bachelor's-level teacher preparation program (middle school). Chayton State Codlegs is develop-ing a new outcome-focused, assessment ieves teacher preparation program (middle achool). Caylon Site College is developing a new outcome-focused, assessment based teacher preparation program in particular action of the six methodolism and an achool systems. The Project Director must provide direction and coordination for College personnel, public achool personnel, coosultants, and advisors in determining reogram outcomes and developing learning experiences (curriculum) for this new non-traditional program to be implemented in September, 1993. Master's required, decitorate desirable. Demonstrated leadership and curriculum development ability required. Sciary accountable. Application deadling January 30, 1992. Employment date February 13, 1992. Fongel completion—July, 1993. Send letter of application and cluriculum development.

to Chair, Search Committee; Director of Survey Research Center; College of Human and Community Sciences/136; University of Nevada, Renc; Reno, Nevada 89557; 702-784-6975. Review of applications will begin February 15, 1972 and continue until search is successfiely completed. REC/AA employer.

1. Pag.

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars ---

every week in The Chronicle.

Desert Research Institute University of Nevada System

Executive Director Atmospheric Sciences Center Reno, Nevada

Directs and advances programs through executive management, scientific leadership, and personnel development. ASC has a research staff of 53 and has been a leader in research on cloud and acrosol physics for 30 years. ASC is the home of the NOAA-administered Western Regional Climate Center, Qualifications: Ph.D. in science or engineering, proven record of creativity and accomplishment, as well as demon-strated national/international standing in a research field which complements and expands current ASC programs; senior-level expertise in research and fiscal management for a diverse group of scientific personnel; appointment at full Research Professor; salary commensurate with that of a college-level administrator. ASC is one of five DRI Research Centers, with faculty based at Stead, Reno, and Las Vegas. Other centers within DRI conduct multi-disciplinary research in the biological sciences, quaternary sciences, air resources, and water resources areas. DRI has an excellent benefits program. Review of applications will begin on March 15, 1992. Send letter of interest and resume to:

Recruiument Officer Desert Research Institute University of Nevada System P. O. Box 19040 Las Vegas, NV 89132-0040

Call Dr. James Hudson, Chairman, Search Committee, for more information: (702) 677-3119

The Desert Research Institute is an Affirmative Action/ **Equal Opportunity Employer**

PRESIDENT

GOLDEN GATE UNIVERSITY

The Board of Trustees and the University Search Committee of Golden Gate University announce a search for a President to succeed Dr. Otto Butz, who is retiring in the summer of 1992 after a distinguished career spanning more than twenty years.

An independent, non-traditional institution, Golden Gate University is located in San Francisco, with campusess also situated in urban and suburban locations, primarily in California. The University offers professionally oriented programs designed to meet the needs of persons preparing for or engaged in business, public service and the law, and serves more than 7,000 full- and part-time students who reflect the great ethnic diversity of the San Francisco Bay Area and who include an increasing number of international students.

The University seeks candidates who hold an earned doctorate or equivalent degree and have a distinguished record as a faculty member in an institution of higher education and significant administrative experience, including responsibility for a major unit of an academic institution. Management experience in business or industry will be of substantial value.

substantial value.

Of particular interest to the Search Committee are candidates who have: the vision and energy to develop further the distinctive educational mission of Golden Gate University; the enthusiasm to engage in successful fund raising; successful experience in working with the community and the aturnit; a genuine commitment to a collegial style of administration that involves students, staff and faculty in the governance of the institution; the ability to form an effective administrative team; the ability to represent the University effectively in the business community and the larger scademic community and to work effectively with the accrediting agencies with which the University is associated; and the ability to provide leadership in achieving the goals of affirmative action and educational equity in a multicultural environment.

Nominations and expressions of interest should be accompanied by a current résumé, and should be addressed to:

Mr. William Zuendt, Chairman University Search Committee P. O. Box 63710 San Francisco, CA 94163

To ensure consideration, nominations and applications should be received by the Committee not later than February 28, 1992.

Golden Gate University is an Equal Opportunity, Affirmative Action Employer.

ios program peginaina August 16, 1992, or until acceptable applicant is found. This position is a nine-month tenuire-track appointment. Qualifications: Barned doctorate and/or appropriate terminal degree in a field appropriate to the Division of Advanced Technical Studies required. Minimum three years of sugcessful postsecondary teaching experience in the primary teaching acaperience in the primary etching areas listed preferred. Must show demonstrated interest in retearchacholarly activities and professional organizational activities, Rasponsibilitiest teaching undergraduate courses in technical writing and two of the following: labor relations, super-

BULLETIN BOARD: Positions available

Principal of the **Burnell Campus School**

Badgeraler State College is seeking an experienced academic leader with creativity, good judgment, integrity, and a sense of humor for the position of principal of the Burnell Campus School. The principal, who will report to the dean of the School of Education, is responsible for the principal of the School of Education, is responsible for will report to the dean of the School of Education, is responsible to the leadership, planning, direction, and supervision of the instructional programs and operations of the school. The principal also has primary responsibility for assuring that Burnell becomes a national model aboratory school Bridgewater State College is looking for a creative leader who will work with faculty to develop curricula, demonstration program, evening and summer programs, and who can create an environment conductive to faculty innovation.

The Surned School currently serves more than 370 children in its preine numer across cuttining across many sealing and description in its pre-school through each grade in an excellent educational lacking the school has maintained close working relationships with faculty in the other program in the School of Education and in various arts and the other program in the School of Education and in various arts and sciences departments. Over the next several years, the College will be implementing a \$10 million program in educational technologies that eat make available to the Burnell School important resources including satisfits up and down link capabilities, CO-ROM, CD-1 and laser disk fibraties, and television laboratories. At the same time, the College is stempling to re-onent the Burnell School to act as a major regional and national resource for curriculum innovation.

and national resource for curriculum innovation.

The successful candidate with have an earned doctorate and strong academic cridentials. He/site with have a thorough knowledge of higher education principles, practices, and procedures, as well as a strong estate of national issues in early childhood and elementary education. Eligibility for certification in Massachusetts both as a teacher and principal is required as is successful experience as a teacher and school administration. A strong commitment to affirmative action and educational diversity is required. Preference will be given to candidates who have experience with marketing education, who can interact will with practioners regionally, and who have strong national recognition. Bridgewater Stale College is located approximately 30 miles south of Boston within an easy drive of Cape Cod. The College currently enrolls 8,100 kill and part-time students. Approximately 38 percent of the stu-dent body is in teacher education and the College is the largest pro-

ducer of K-12 teachers in the Commonwealth SALARY: Competitive

STARTING DATE: Approximately June 15, 1992 DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continuing, but not prior to January 24, 1991. (Curriculum vitae and name. address and telephone number of an least three professional references should be submitted for a complete (ite)

ADORESS ALL INQUIRIES TO: Chairperson, Search Committee, c/o Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325





PRESIDENT

CALIFORNIA LUTHERAN UNIVERSITY Thousand Oaks, California

The Board of regents announces the search for a President to assume office during the summer of 1992 and encourages manifestlens and expressions of interest, founded in 1959. Cal Lutheran is a growing university that offers undergraduate, graduate and continuing education programs. The Board seeks a President with exprense in higher education. The candidate should have an understanding of the Lutheran commitment to higher education and be supportive of the University's church relatedness.

be supportive of the University's church relatedness. Cal Lutheran provides to 1,500 students in undergraduate education that emphasizes the arts and sciences, and offers to 1,300 graduate students programs in the professional fields of human service (education, business management and counseling); the university also serves as a vital resource for continuing education and cultural life in the region. The faculty of the College of Ulteral Arts, School of Business, and School of Education shares a common aim of offering educational programs that enable students to achieve their academic potential and to Infill their responsibility to serve others. On this 285-acre campus in the City of Thousand Oaks (an hour from Los Angeles), the University emphasizes effective campus life programs and has a special cummitment to diversity among sturfents, faculty, staff, and regents. The annual operating budget is \$23.4 million.

Please address suggestions and inquiries to the Reverend James L. Bessey.

Pease address suggestions and inquiries to the Reverand James L. Bessey. Chalperson, Presidential Search Committee, California Lutheran University, 365 Availda de Los Arboles, Suite 1103. Thousand Caks, California 91360. The search committee will write directly to all persons suggested. Candidates should submit a fetter, résumé, and list of live or more references. The committee expects to begin its review of these materials in mid-february.

California Lutheran affirms months rimmation regarding sex, race, color, religion, age national or others origin, and handicap.

submit Intellectual Property (Property) and subjectuently reviewing any potentially useful Property presentiate to Cornwrition for consideration: 2) advantage the Franchatton Board at regular intervals when Property is brought to the Corporation which has been determined to have technical and/or commercial ments that require positive actions; 3) commencing as soon as possible the process of seeking private soon as possible the process of seeking private action internal to Recensing and/or to patent/copyright the Property to the University when in higher pest judgment is deemed appropriate for this purpose; returning the Property to the University when in higher opision the Property dos not merrit feetasing or copyrighting; 4) assisting the University of Idaho faculty

President Linfield College

The Board of Trustees and Presidential Search Committee invite nominations and expressions of interest for the Presidency of Linfield College.

Linfield is a selective college of the liberal arts and sciences noted for its strong teaching faculty, challenging academic offerings, and international study programs. Over a four year college cycle, 50% of Linfield undergraduates study abroad. The main campus is located in McMinnville, approximately one hour from Portland, and enrolls 1,300 undergraduates. A campus is also maintained at the Good Samaritan Hospital in Portland and educational centers are located in 9 Oregon and Washington communities. Total college enrollment is approximately 1,800. Over the past decade, FTE enrollment has nearly doubled and average SAT scores have increased by over 100 points. The College has maintained a balanced budget in each of the past fifteen years. The annual budget for the College is \$22 million.

The committee seeks an outstanding educator, leader, and administrator. The following qualities and qualifications are considered most important: commitment to the liberal arts; previous involvement in policy development and budget preparation; experience in or potential for successful fund development; effective communication skills; an ability to mobilize and energize the cooperative energy of all college constituents; a participatory style of decision-making; the ability to see and articulate new and emerging visions; an appreciation of scademic excellence; a deep emerging visions; an appreciation of academic excellence; a deep respect for the traditions of the College and its American Baptist affiliation; and support for a diverse college community.

The Presidential Search Committee will begin the review of candidates in carly January and will continue to the time of selection. Candidates should submit a letter of interest in the position which uddresses the qualifications noted above, a résumé, and the names, addresses, and telephone numbers of five references. The new President will assume office on July 1, 1992, or as soon thereafter as possible.

Nominations and expressions of interest should be submitted to:

Dr. Richard E. Ice, Chair Presidential Search Committee Linfield College McMinnville, OR 97128-6894

Linfield College is an Equal Opportunity Employer and encourages the nomination and candidacies of women and minorities.

EXECUTIVE DIRECTOR

THE GERONTOLOGICAL SOCIETY OF AMERICA

Washington DC-based multidisciplinary professional society seeks executive director to lead staff of 16 with annual budget of \$2 mil. Principal functions are the promotion, exchange, and dissemination of information on aging research. Strong leadership, writing, and interpersonal skills essential, as are experience in management and budget/finance. Also essential is an ability to work effectively with elected leadership and others from a diverse membership of researchers, educators, administrators, service providers, and policy makers. Candidates with health care, public sector, academic and association backgrounds are encouraged to apply. Compensation to the upper five figures with strong benefits package. Equal Employment Opportunity

Send resume in confidence by February 1 to: Paul Belford, AERG, 1735 North Lynn Street, Suite 950, Arlington, VA 22209-2022. No telephone calls please.

university faculty/administratory star industrial representatives; experience in patentiae/copyrishing inventions or other intellectual properties; demonstrated manicular properties; demonstrated manicular properties; demonstrated manicular properties; demonstrated manicular properties; demonstrative ability. Fundiantly with university research operations; enterpresental protuvation, broad actence and engineering background. Environment: The IRF is boused in Moscow, Idaho, in the new North Central Idaho Business Technology incubator which is adjacent to the University of Idaho. The university is a publicly supported comprehensive land-grant inultunon with principal responsibility in Idaho for performing research and granting the Doctor of Philosophy desired. The prisary areas of statewide responsibility of the university are agriculture, architecture, engineering, foreign languages, and law, resistances in foreign languages, and law.

members in obtaining the most favorable nussible Property lerms in proposed grants and contractes: 3) assisting the University and contractes: 3) assisting the University and education as well as the regional medical and contracts associatly from the industrial and contracts especially from the industrial sector. Qualifications: Required: Bachester's despect in engineering or science; experience in technology licensing, effective oral and written communication skills; with oral and written communication skills; with university faculty/administrators and with university responsibilities include programs in business, economics, and education as well as the regional medical and esternisty medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, sectional and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, economics, and education as well as the regional medical and veterinary medical education programs in business, sections and education as well as the regional medical and veterinary medical education programs in business, sections and education as well as the regional medical and veterinary medical education programs in business, and education as well as the regional medical and veterinary medical and veterinary medical education surfactions with the position of programs in business, and education as well as the regional m

Television/Broadcasting: Lecturer. The Department of Radio-Television seeks lecturer (term appointment) to leach undergraduale/graduate courses in television production, broadcast writing, performance, and critician. Master a degree plus five years of similicant industry-related experience required. Deadline February 1, 1972. Send résumé, and three references to: Department of Radio-Television, SIUC (carboodale, illinois 6290. SIUC is an Equal Opportunity, Africantive Action Employer.



PRESIDENT

Tufts University Nominations and expressions of interest are invited for the position of President of Tufts University. The President is the chief executive officer of the University and reports to the Board of Trustoes.

Tutes University combines the two major treditions in American higher oducation; the great research university and the intensive small college. It is an independent, privately-endowed university which enrolls 7,330 undergraduate and graduate students in a remarkable variety of degree programs spanning the liberal arts and the professions on three different but closely confederated campuses in the Greater lieston area.

The Mediord/Sometime campus, where the University was founded in 1852, is today a 100-building compilex where 4,550 undergraduates are enrolled in Arts & Sciences and Engineering, and another 1,320 graduals students are enrolled in the Graduate School of Arts & Sciences and the Fletcher School of Law & Diplomacy.

The Boston campus, opened in 1893, enrolls 1,360 graduate and professional students in the School of Medicine, the School of Dentistry, and the Sackler School of Graduate Biomedical Sciences. It also houses the Human Nutrition Research Center on Aging and one of the two installations that house the School of Nutrition.

The Grafton campus, opened in 1979, houses two animal lospitals and the School of Voterinary Medicine, the only one in New England. The University's annual operating budget is currently about \$250 mile-lion. The current value of its andownent is \$160 million.

The opportunities for presidential leadership at Tufts are; (1) to echieve a realistic and healthy belonce belowers growth and the congeniality of limited size; (2) to continue building the world leadership role of its academic programs; and [3) to establish an ever stronger financial base. academic programs; and (3) to establish at ever stronger mannian dase.

Leading candidates will have distinguished records of academical behavior in the field of higher education or other professional fields and will demonstrate the ability to envision and address the kinds of challenges most likely to confront Tuffs in the next decade. They will be strongly committed to the values of liberal arts education at both the undergaduate and graduate lawds as well as the values of professional education and advanced research and scholarship.

Leading condidates will have demonstrated a closs understanding of the functions of a large organization, will possess a distinguished record of organizational leadership, and will possess the ability offectively to communicate the mission of an institution such as Tutts to internal and external constituencies and to inspire broad support for that mission. Nominations and expressions of interest will be received until the posi-tion is filled, and should be submitted to:

Brian O'Connell, Chair Presidential Search Committee Trustees Office—Ballou Hall Tufts University Medford, MA 02185-7084

Since the Committee plans to begin its formul acronding process at the end of January, 1902, nominations and expressions of interest are especially encouraged prior to that date.

All inquiries, nominations, and expressions of interest will be held in strictest confidence.

Tufts University is an Equal Opportunity, Affirmative Action Employer, and actively seeks and encourages nominations of, and expressions of interest from minority and famale candidates.

PRESIDENT College of San Mateo

The Chanceller and Board of Trustees of the San Maten County Community College District invite nominations and applications for the position of President of College of San Matee (CSM). This is an excellent opportunity for a dynamic community college

College of San Mateo is a comprehensive community college located stop the San Mateo foothills on a 153-acre site overlooking San Francisco Bay. Part of a three college district, CSM has an enrollment of over 15,000 students, and is recognized widely for its distinguished faculty, broad range of academic and occupational programs, and successful student transfer rate.

The 3-stop salary schedule for President is from \$86,955 to \$98,107. The District also offers a generous benefit package.

Application deadline is January 31, 1992. Please request the job announcement and official Application for College President from:

> Office of Human Resources San Mateo County Community College District 3401 CSM Drive, San Mateo, California 94402 Phone: (415) 574-8555 Fax: (415) 574-8566 Job Line: (415) 574-8111 An Equal Opportunity / Affirmative Action Employer

sign, Housing and Apparel, University of Minnesota. Nine-month, tenure-track, One assistant professor position available in (i) Textule Sciences/Aoparel Technology and (i) in Marchandising/Consumer Sciences. Minimum qualifications are as follows: i) Earned doctorate at time of appointment with one degree in appropriate area; 2) Evidence of effective leaching. Effective September 16, 1992. Complete position description available. Send letter of application, current viis, transcripts of graduate work, three letters of reference and any examples of recent publications ic: Joanne B. Elcher, ASoD Search Committee, Design, Housing; Apparel Depurment, 240 McNeal, St. Paul, Minnesota 55103. Application deadline April 15, 1992. The Universation deadline April 15, 1992.



Unique Opportunity for College Builder

PRESIDENT **MONTGOMERY COLLEGE**

The North Harris Montgomery Community College District invites nominations and applications for an extraordinary leadership opportunity: the position of founding President of Montgomery College.

NHMCCD comprises three colleges (North Harris, Kingwood, and Tomball) located in a 751 square mile area in north Houston, Texas. Montgomery College will be the District's fourth college and will open in 1995 with a 300,000 square foot facility on a 100 acre site located in The Woodlands and Conroe area. The District currently enrolls 18,000 credit and 30,000 community education students. It is projected that Montgomery College will have an initial enrollment of 4,000

The position reports to the Chancellor of the District and requires an earned doctorate and a minimum of three years administrative experience at the vice president/dean's level at a comprehensive community college.

Additional qualifications of the ideal candidate will include:

- ability to develop public and private sector partnerships to meet student and community needs;
- excellent interpersonal and communication skills to build community among students, faculty, staff, and other constituent groups;
- strategic planning expertise:
- strong commitment to excellence and innovation in educational programs and methods of instruction;
- experience in working with architects and construction management.

Applications should include a cover letter describing how the qualifications of the position are met by the applicant, current resume and the names, addresses, and telephone numbers of five references to:

John E. Pickelman, Ph.D.

Chancellor

North Harris Montgomery Community College District 250 North Sam Houston Parkway, Bast Houston, Texas 77060

Formal screening of applications will begin on January 15, 1992. Reporting date is expected to be no later than July 1, 1992.



- NORTH HARRIS MONTGOMERY COMMUNITY COLLEGE DISTRICT

EXECUTIVE DIRECTOR

For International Reading Association, Newark, Delaware, a 93,000 member nonprofit education association. Qualifications: Doctorate in reading/related field strongly preferred; outstanding leadership qualities; indepth knowledge of reading field, business principles, strategic planning and budgeting; broad administrative experience. Salary and benefits competitive. Affirmative Action, Equal Opportunity Employer. Send letter of application and vita/resume, including references, postmarked by February 28, 1992 to: Search Committee for Executive Director, c/o IRA, 800 Barksdale Rd., P. O. Box 8139, Newark, DE 19714-8139. Phone 302-731-1600, ext. 221, fax 302-731-1057.

Theatre: Specialisi in Actor Treining with algungth in Directing, Assistant Professor, offective July 1, 1952, in professor, offective July 1, 1952, in professor, offective July 1, 1952, in professor, and an indergraduate and graduate directing program. Primary responsibilities: Teach courges in Professional Actios Program, Milk inderstand process work and its integration with movement and voice training. Studied have experience in teaching fundamentals of Signilaryski and advanced

Theaten Assistant Professor, tenure imck, MFA or Ph. D., stan September 1992. Generalisa with male strength in selling/stage movement, and some expertise in another area that would appeal to liberal arts students. Direct in sminttage season, oversee production areas with other faculty. Feach acting and occasional introduction to the actic course, participate periodically in interdisciplinary sensors education. Compliance to fiberal arts education. Previous teaching experience kelpful. Sept résumé and three recommendation etters by

EXECUTIVE DIRECTOR

EDUCATIONAL ECONOMIC POLICY CENTER

The University of Texas at Austin Texas A&M University University of Houston

Nominations and applications are invited for the position of Executive Director of the Educational Economic Policy Center located in Austin, Texas. The Center is a conscribing of three universities—The University of Texas at Austin, Texas A&M University and the University of Houston.

The Director will be responsible to the Board of the Center for direction and policy guidance, and will manage the research and policy development activities initiated by the Center. The Director will be expected to:

- work affectively with the leadership of the Stete, translate research findings into policy recommendations, tastify before legislative committees to obtain support for Canter activities and policy recommendations, and work with state and legislative agencies that have an interest in public advication.
- raise funds from the private sector, obtain research support and develop cooperative program opportunities with governmental and private organizations.
- private organizations.

 work with faculty of the participating universities to carry out the Center's research initiatives, coordinate the activities of several schools and departments and oversee the efforts of the Center and its supported activities.

establish ties and communicate affectively with a variety of constitu-encies, including legislators, business and community leaders, edu-cators, and public interest groups.

Advanced ecademic work, likely a Ph.D. or Ed.D., and research experience at a research centered university or equivalent experience within a government, foundation or industrial research or policy development setting is required. Salary is compatitive and a tenured position with one of the Center's participating universities is possible depending on interest and qualifications.

Nominatione and applications will be accepted until February 28, 1992. Résumés and references should be sent to:

Chairman, Director Search Committee
Educational Economic Policy Center
The University of Texas at Austin
SRH 3.310 Austin, Texas 78712

AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



** HISTORICAL SOCIETY! WASHINGTON DC

Executive Director

The Historical Society of Washington, D.C. seeks an Executive Director with proven experience to provide leadership and vision for the only institution in America's capital city devoted entirely to its local history. The Society operates a retearch library and a gallery for changing exhibits, publishes a somi-annual magazine, offers a vertety of serves as its headquarters. The Society has 1,800 members, five full-time and seven part-time employees, and 80 volunteers. The successful candidate should have an established record of program development, fund raising course management, and of reaching out to diverse communities. Knowledge of American history and advanced degree preferable. Salary is commensurate with exportence and qualifications. By February 28, send cover letter, resume and names of three references to:

Dr. Donald R. McNeil P. O. Box 33487 Washington, D.C. 20033-0487

The Society is an equal opportunity, affirmative action employer.

nars in the candidate's area of perticular expertise. Qualifications: MFA or terminal degree. Send letter of application, resume, and three letters of recommendation to James Fisher. Theatre Department, Wabash College, P. O. Box 352, Crawfords, ville, Indiana 47933. Deadline: March 15, 1992. Women and minorities are encouraged to apply, EOR.

Trealres Directing/Acorement Position Ad.
The Department of Theatre and Film and
University Theatre at the University of
Kasasa santicipates a tenune-track Assistant
Professor opening with specialty in movement training for the actor and stilly to
direct for the University Theatre to begin
August 17, 1994, coelingent upon final
budgetary approval. Salary competitive,
Datless Teach is minimum of two courses

March I to Richard Rice, Eckerd Collego.
P. O. Box 1250, St. Peterahura, Florida
33733. EOE.

Theatre: Assistant Professor, tenure track, beginning September 1992. Salary in the low 26° s. Candidate must have terminal degree in theatre and demonstrated success in teaching and directing. Teach primarily courses in acting, voice, musical theatre with an emphasis in movement and directing acting and directing. Teach primarily courses in acting, voice, musical theatre with an emphasis in movement and directing acting and experience in theatre and demonstrated success in the shared assignment in dramatic interactive or theatre history. Also teach an appreciation course in dramatic interactive or theatre history. Also teach an appreciation course in flexibility of the strate of the salary in the shared assignment in dramatic interactions; correct to September Committee Calary, Department of Theatre Aris, Utah State University, Logan, Utah 8432-4452, USU is an BO/AA Employer and encourages applications from women and minorities.

Theatres: Wabsah College, a small all-male liberal aris college, a small all-male liberal aris college, seeks a one-year faculty member in Theatre for 1992-91, Responsibilities include directing one maintage the college of the state; converse in the discovery of the state; college of the state of the state; college of the state of the state of the state; college of the state of the state of the state; college of the state of the s

Theatre: Tenure-track to begin August, 1992; MFA or higher. Introductory and advanced company is the first tenure of the company of the compa 1992; MFA or higher, introductory and addent thautrical productions; preferance to a
dent thautrical productions; preferance to a
dent thautrical productions; preferance to a
dergraduate curjiculum; potential to ascurrently of the Department of
Comminication Arts with programs in
speech communications, drams, and media
studies/gournaism; comminiment to multicultural diversity, interdisciplinary studies,
international studies, whom-faculty research, innovative teaching; stiffmation to
the mission of a pationally recognized
church-reinted like arts college. Submit
letter of application, statement of teaching
philosophy, curriculum vites, these recensiters of recommendation, and transcripts
of graduate work to Dr. Lognard Schulze,
Saguin, Petas 78155. Review of applications to heafu February 15, 1997, and continue until position is filed: AAROE.

President

College Misericordia Dallas, Pennsylvania

The Board of Trustees of Cullege Misericordin invites nominations and applications for the position of President.

Founded in 1927 by the Religious Sisters of Mercy who continue to spouser the institution, College Misertornita is a Catholic, co-editaritional college dedicated to the values of justice, mercy and service. It strives to deliver quality affordable undergraduate and graduate education to individuals of all falls accredited by the Middle States Association, the College integrates the bend accreditation in occupational therepy, medical technology, radiologic technology, nursing, and social work.

The College enroils approximately 1,6(X) traditional and non-traditional students in courses for Associate, Bachelor's, Master's degrees or professional certificates. It has a full and part-time faculty of 13().

Against national trends the College has operated on a continually balanced budget, has made major additions to its physical plant, and is experiending increases in enrollments and entering student board scores. Ninety-five percent of its 1990 graduates have found employment.

Located close to the Wilkes-Barre/Scranton airport in Northeast Pennsylva-nia, a growing area with 10,000 new employment opportunities since 1985 and rich in recreational resources, the College is a three-hour drive from either Philadelphia or New York City. The President reports to the Board of Trustees and is responsible for the academic, administrative, and financial affairs of the College.

Qualifications for the position include:

Qualifications for the position include:

demonstrated compatibility with the mission and value system of a Catholic college in the Mercy tradition

earned doctorate

willingness to complete implementation of current academic plan and encourage new planning for next phase of development

ability to establish and sustain a climate of aspiration

adept at communication with diverse constituencies

demonstrated skills in the successful administration and management of a comparable educational institution

ability to effectively represent the essence of the College to a variety of external organizations, agencies and individuals

proven fund-ratsing capabilities and evidence of successful resource acquisition

Nominations and applications should be sent to.

Sarah Ellen Lenahan, Ed.D., Chair Presidential Search Committee College Misericordia Lake Street Dallas, Pennsylvania 18612

Applications should include a current resume and a letter discussing the candidate's suitability for the position.

The Search Committee will begin reviewing applications on February 19, 1992. No candidate can be guaranteed full consideration if materials are received after that date.

College Misericordia is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of ACB

PRESIDENT TRI-COUNTY COMMUNITY COLLEGE

MURPHY, NORTH CAROLINA

Tri-County Community College part of the N.C. Community College System, is a two year Community College, offering Associate Degrees, Vocational Diplomas and Certificates. The College also has a strong continuing education and basic education division. The College is located west of Asbeville, NC, in Murphy, NC.

Candidates for the position of president should have senior level administrative experience in an institution of higher education. A master's degree is required. A Doctorate is preferred. Other qualifications include strong organizational and leadership skills, strong commitment to the philosophy of community college education, and effective communication skills.

salary is determined on a salary schedule set by the N.C. State Board of Community Colleges. Applications must be received by February 1, 1992. To receive an application contact: Judy Baker, Tri-County Community College, PO Box 40, Murphy, NC, 28906, (704/837-6810). Inquiries should be directed to: Gary Steppe, Search Committee Chairman, PO Box 811, Murphy, NC, 28906, (704/837-2722).

Equal Employment Opportunity, Affirmative Action Employer

Theatre: The Department of Theatre Arts at Cornell University is seeking applications for an as-yet-unfuned Junior Position with specialization in pre-19th century theatre. Applicants should be able to work and adde graduate research in at least two to pastional and linguistic boundaries. Some theory is also desirable. The candidate should have a strong commitment to both undergraduate teaching and graduate research. Teaching responsibilities include straducts and undergraduates concludes in production propriate candidate. Qualifications locked perfence, Deadline Qualifications locked perfence, Deadline for receipt of applications, Deadline for receipt of applications in formation of the production of the product of

PRESIDENT California State University, Northridge

The Chancellor and the Board of Trustees of the California State University system invite nominations and applications for the f California State University, Northridge.

Created in 1958, California State University, Northridge recognizes undergraduate and graduate teaching, research and public service as its major responsibilities. Of these, undergraduate instruction has first priority. Located on 350 acres in the western section of the San Fernando Valley, 25 miles northwest of central Los Angeles, the university's 1,800 full and part-time faculty teach a student body of 30,000. The university, one of the largost in California, is organized into eight schools. Study in the liberal arts and sciences, and technological and professional programs, leads to bachelor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women. Approximately 10 percent of the enrollment lives in campus dormitories and thousands more reside in nearby apartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominees or applicants must have the energy and vision to lead a multicultural, multipurpose, public university, situated in a diverse metropolitan area. Candidates must be experienced at working properatively with faculty, students and staff; committed to expanding the relationship the university enjoys with the community; skilled in external relations and able to focus university advancement programs including alumni relations and fund raising activities; committed to clear, strong leadership in affirmative action and educational equity; capable of coordinating the administration of a complex organization, and able to build upon the strong base of a well managed institution They should have attained academic excellence both in teaching and scholarship. They also must demonstrate successful administrative skills and collegial leadership, preferably in an institution of higher education, and be prepared to function in a collective bargaining

The President is the chief executive officer of the campus and is responsible to the Board of Trustees through the Chancellor.

finations and applications with current resumes should be sent to:

The Chancellor The California State University 400 Golden Shore, Suite 324 Long Beach, California 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer
Women and ethnic minorities are encouraged to become candidates.

A campus of The California State University system.

SUPERINTENDENT OF SCHOOLS Paducah, Kentucky

The 3,600 student, K-12, school district is located in Western Kentucky, on the Ohio River and near Kentucky Lake. The board is offering a multi-year contract and a beginning salary of \$70,000-\$75,000. The new superintendent will begin on July 1, 1992, or earlier by mutual agreement.

To apply, send letter of application and vita by Jan. 31,

Paducah Superintendent Search Kentucky School Boards Association 260 Democrat Drive Frankfort, Kentucky 40601

ber with experitue in multicultural theatre.

The nuccessful candidate will direct two productions a year and teach five courses in directing, acting, and other areas appropriate for the individual's interest and the accountry to develop interdisciplinary courses and to participate in revising the profusery to develop interdisciplinary courses and to participate in revising the theatre area major and minor. Salary dependent on qualifications. Application dead including the profusery 23, 1992. Send cover letter and returned to Joyce Devlin, Chairperson.

Denotes the individual's interest and the development of the profusery and the pro and resume to Joyce Devin, Charperson, operations of Theatre Aris; Mount Holyote Order; South Hadiev, Massachustts 01075. Mount Holyote in committed to fostering multi-cultural diversity in its facility, staff, and students; is an Afaronative Action, Equal Opportunity Eroployer; and specially encourance women and misocials to apply.

vite applications and nonmandary vite applications and appointment of an Ausistani Professor in the area of Theatre Arts beginning August, 1972. Nine-month position. The MMSI Department of Theatre Company offer an extremely dynamic academic and professional training program in theatre arts. Competitive statery and excellent benefits package commensurate with education and experience. Campetitive statery and excellent benefits package commensurate with education and experience. Campetities and Arts. Creative research, publications and/or experience should be sufficient to warrant an Assistant Professor appointment as the university level Miciosum of three years' teaching experience at the university level preferred. Teaching assignments may consist of undergradous courses in arting, directing, playwriting, and the candidate a specialty. Women and minorities are excouraged to apply. Persons interested in this position about subust a letter of application, at teast three letters of reconsurancements and a curriculum vian or risting by the deadline of February 14, 1992 to Dr. Frank Pickard.

Department, Box 2072, Las Cruces, New Mexico 8803. NMSU is an AA/DR. Theology: Pastoral Theology. Two tenure track positions (at assistant or associate professor) are now open for Fall of 1992: 1) pastoral Theology and Contemporary Church Ministries (respened), focus on constructional studies and critical refection on social contexts for ministry. Frefrence given to those with earned doctorate in field of study relating religion and the social sciences, competence in teaching, similificant experience in partial and other similificant experience in the social sciences, competence in beaching, similificant experience in partial and other similificant experience of these three areas. Preference siven to those with scholarly nechodologies in those with scholarly nechodologies in these with scholarly nechodologies in the service of the second contract. Per either position sand application (with curriculum vities) by January 15, 1992 to Dr. Frederics Flarria Thompsett, Academic Dean, 99 Bratia Street, Cambridge, Massachusetts G1138.

Mexico 8803. NMSU is an AA/BOE.

Theology: Pastoral Theology. Two tenure track positions (at sastistant or associate professor) are now open for Pell of 1992: 1)
Pastoral Theology and Contemporary Caurch Ministries (reopened), focus on congregational studies and critical refection on social contexts for ministry. Preference given to those with samed doctorate in Beld of study relating religion and the social sciences, competence in teaching, significant especience in parish and other church structures, and member of Bolscongal Church. 2) Paythology. Theology and Spirituality focus on interdisciplinary analysis of these three areas. Preference siven to those with scholarly methodologies informed by feminist, awamanist and other filberation theologies, and to those with an earned doctorate. For either position sand aspication (with curriculum vitue) by January 15, 1972 to Dr. Prederica Harria Thompsett, Academio Dean, 99 Bratias Street, Cambridge, Massachusetts (2138.

AAEOE. AA/EOB.

Theology: College of Saint Benedict. Position available: Theology/Scripture. The College of Saint Benedict, a liberal arts college for weemen with a combined co-chicational curriculum with Baint John's University, lavites applications for a full-time, tenture-track position in the Theology Department. Among the qualifications required for the appointment, which will be given the projection of the

A Two-Year Unit of the University System of Georgia The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee of Floyd College Invite nominations and applications for the position of President. This position is available on July 1, 1992, or as soon as possible thereafter. The President reports to the Chancelor of the University System of Georgia and is responsible for the successful management of all institutional operations.

PRESIDENT

FLOYD COLLEGE

Rome, Georgia

Located on a modern 226-acre campus 75 miles northwest of Atlanta, the College serves more than 2,500 commuting students from a seven-county area enrolled in transfer and career programs. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the Associate of Arts, the Associate of Science, and the Associate of Applied Science degrees. Of special distinction at the College are the comprehensive support services provided for hearing impaired students. In addition to degree programs, the College offers certificate programs and a wide range of public service courses and programs.

Earned doctorate or appropriate terminal degree.
 Administrative and teaching experience in higher education (preferably at the two-year college level) or a delinguished record of equivalent experience with understanding of the teaching and service functions of a two-year.

college.

Documented evidence of administrative skills in financial management, resource development, strategic planning, and personnel supervision.

Demonstrated record of admovidaged integrity, intellectual accomplishments, dynamic leadership abilities, and effective communication skills.

Commitment to be supportive of the mission of a two-year educational institution and the policies of the University System of Georgia as defined by the Board of Regents.

Nominations should include complete names, current titles, and correct addresses of nominees and must be postmarked by February 15, 1992. Applications, constiting of a letter of interest, a comprehensive résumé, and a list of names, addresses, and telephone numbers of a minimum of 5 individuals who may serve as references, must be postmarked by Plarch 14, 1992. All nominations and applications should be forwarded to:

Jerry W. Shelton, Chair utial Search and Screen Com

P. O. Box 1864

Pertinent information (namea, résumés, and non-evaluative materials) on all nominees and applicants will be open to public inspection under Georgia law.

Ployd College is an equal opportunity educational institution and an equal opportunity. affirmative action employer.

Graduate Theological Union

Berkeley, California

PRESIDENT OF

THEOLOGICAL CONSORTIUM

Demonstrated leadership in theological education, administration and fund raising.

The President provides collegial leadership to a nondenominational, inter-religious institution comprised of nine seminaries and affiliated centers representing a variety of denominations and religious traditions. The GTU has a combined enrollment of 1,300 students in M.Div., M.A., and Th.D. degree programs. It is the largest consortium in the western United Slates, and is located in immediate proximity to and has established links with the University of California, Berkeley, Salary is negotiable. Send letter of application and résumé by February 1, 1992, to:

Chair, Presidential Search Committee Graduate Theological Union 2400 Ridge Road Berkeley, CA 94709

The CTU is an equal opportunity employer.

Minimum qualifications for a successful candidate are as follows

PRESIDENT Hawkeye Institute

of Technology Waterloo, Iowa

The Board of Trustees of Hawkeye Institute of Technology (lowa Area VIII invites applications and nominations for the position of President. The President is the chief executive officer and reports to a nine-member Board of Trustees. Dr. John E. Hawse, the current President, will retire in June, 1992, after sixteen years of successful service. The Board seeks an individual who is a recognized educational leader and an individual who is committed to both technical education and the comprehensive community college. CHALLENGES AND OPPORTUNITIES

• Internal Leadership • Internal Leadership
The new President of Hawkeye Institute of Technology will be expected to provide leadorship in maintaining the Institute's vocational/technical education excellence and superiority in business and industry training programs while integrating the Transfer Frogram into Hawkeye Tech's finances, personnel and administrative systems. The new President will be expected to continue and expand the Quality Enhancement Program to insure that the gains made through the program's initiation are maintained. He or she will need to recruit a highly qualified and diverse faculty and administrative staff to replace a significant number who will retire in the coming decade. And, finally, the new President will be expected to maintain the Institute's fiscal accountability and resources within a changing and limited economy.

External Relations
 Hawkeye institute of Technology enjoys a very positive and successful relationship with the business and lodinitry community. The new President will be expected to maintain and increase the open and ongoing communications with the lowa Legistature and the local taxpayers to losure their condinued fiscal support of Hawkeye Tech. He or she will be expected to build upon these successful relationships to increase the community sourcess and appreciation of Hawkeye Institute of Technology and to bring new community groups into the lastitute's sphere. The new President will be expected to maintain and enlarge ilawkeye Tech's presence in underserved areas. He or she also will be expected to provide leadership to the Hawkeye Tech Foundation and to develop a strong alumin organization to encourage participation from 22,000 Hawkeye Institute of Technology alumns.
 Board Leadership and Development
 The nlose-member Board of Trusteen is an active, involved policy-setting body with

The rigo-member Board of Trustees is an active, involved policy-setting body with four members who are serving their first three-year term on the Board. The new President will be expected to assist the Board in further developing their skills and abilities to lead the institution, and thereby enabling them to effectively represent Hawkeys institute of Technology to the communities as well as to reflect the new and emerging needs of the communities to Hawkeys Tech.

PREFERRED QUALIFICATIONS

PREFERRED QUALIFICATIONS

The preferred professional qualifications are encompassed in these specific qualifies:

Leading candidates for the position of President of Hawkeye institute of Technology will have a record of accomplishment and experience in vocational/recbnical education, community college or other postsecondary education.

They will be effective and persuasive spokespersons who are able to represent the institution and advocate effectively for its students, its programs and its future, both internally and externally.

They will be individuals committed to long-range planning, with a track record of visionary, growth-oriented leadership.

Leading candidates will be committed to the Quality Enhancement process and to empowering and leading others through team building, conceasus building and open communications, and will have excemplary personal and professional characteristics. In addition to the broad perspective and experiently background expected, the new

communications, and will have exemplary personal and professional characteristics. In addition to the broad perspective and expectential background expected, the new President of Hawkeys institute of Technology will be:

An energetic and dynamic individual who approaches problem solving with enthusissem, and is a fair and consistent decision-maker;

An individual with a perience and commitment to collective bargaining and shared governance within on academic seiting;

An individual with a primary commitment to and background in vocational/technical training and charation, as well as the area and secences;

A seasoned administrator who is skilled in budget development, financial management, and resource development;

A college leader who is committed to faculty, staff and student diversity, appreciative of faculty and staff expertise, and who is student-facused;

An individual committed to community involvement and to working effectively with racially and culturally diverse communities, and with faculty, staff, students and Hoard of Trustees;

An individual committed to reasonate and to working effectively with racially and culturally diverse communities, and with faculty, staff, students and Hoard of Trustees;

of Trustees; dividual who will provide leadership to working with business and industry as teye Tech maintains slate-of-the-art vocational/technical and occupational pro-

grams;

• An open and responsive individual who is able to inspire trust and loyalty in others, and who has a sense of humor and a willingness to share both success and failure; and

• An individual with an earned doctorate is preferred.

Application Process:
Application bow they would address the Challenges and Opportunities identified or how their background has prepared them to succeed as the new President. Applicants also should briefly address how they meet the personal and professional Preferred Qualifications. In addition, applicants should tuber to a current résumé and the names and business and home telephone numbers of eight references: two supervisors, two subordinates, two colleagues and two faculty members from either their current or fornuer tostitutions.

bers from either their current or former institutions.

Nominations and applications will continue to be received until the position is filled. However, since the Presidential Search Committee will begin reviewing applicants' materials in January, 1992, submissions are especially encouraged prior to that time. Nominations and applications about to be submitted to: Presidential Search Committee Chair, Attentions Ms. Bette Ruzek, Hawkeys Institute of Technology, Cliff., 1501 East Orange Road, P. O. Box 8015, Waterloo, lows 50784-8015.

All inquiries, nominations and applications will be held in strictest confidence. Hawkeys institute of Technology is an equal opportunity institution and does not discriminate on the basis of race, color, gender, religion, age, national origin, disability, or sexual orientation.

For additional information, contact Elizabeth Rocklin, Director of Board Services
Association of Community College Trustees (ACCT), 1740 N Street, NW, Washington
DC 20036, Telephone: 202-775-667; Fax: 202-223-1297.

mate range: \$39,000-\$42,000/mine months.
Closing date: February 14, 1992 or until
filled, Application procedure: submit jetter
obscribing interests and qualifications,
via, and names, addresses, and telephone
numbers of three references to Search
Committee, PRTM, 263 Lebotsky Hall,
Clemson University, Clemson, South Casolina 29634-1003. Clemson University is an
Equal Opportunity, Affirmative Action
Employer.

Rembover.

Translation/Chinese: The Chinese University of Rose Kons (founded 1963) offers comprehensive representates up to Ph.D. level in the Humanities, Bealases Administration, Science, Medicine, Bodal Science, Educarios, Rasineorius and Architecture. Current riudent empliment is 9,300 fultimes equivalent, which will expand to 11,500 by 1994-95. The University is very sciive in promoting research and consultancios and listeins with industry and the business acctor worldwide. Both English and Chinese are used in teachins and administration. Applications are invited for: Department of Translation, Lecturer. Applicants should have Ph.D. despee, or an M.A./M.-Phi plus some years' televant leaching experience at tertiary level. Preference will be given to applicants able to demonstrate competence in linguistics. The appointee will be required to teach both dayling and evening courses in English-Chinese-Chinese-English translation. The post is transle from September 1992. Annital Salary, HK\$399, 120—330, 700 by 2 increments (appyoriment exchange rate: USS) = 11K\$79, 120—350, 700 by 2 increments (appyoriment exchange rate: USS) = 11K\$79, 120—350, 700 by 2 increments (appyoriment exchange rate: USS) = 11K\$79, 120—350, 700 by 2 increments appearance. Conditions of Services. The University offers a competitive representation package. For superminusion Tourism / Recreations Assistant/Associate Tourism / Recreation: Assistant/Associate Professor, tenum-track. The Department of Paris, Recreation, and Tourism Management (PRTM) is seeking an individual for a faculty position in travel and tourism. The successful candidate will teach graduate and undergraduate coprises, conduct research, supervise graduate student research, supervise graduate student research, participate in public service servities, and seek extramanal funding. Special consideration given to candidates with quantitative and analytical modelling skills as well as a strong desire to work with Ph.D.; demonstrated interest in laisure, travel, and tourism; capability of conducting publishable research in travel and fourism; expedience in tourism related undergraduate education and shilly to canche and mentor graduate students, willingness to become involved with professional organizations to the travel and tourism industry, and shilly to integrate travel and tourism into the PRTM program. Salary: Approxi-

appointment benefits include tauge with full-pay, contributory, superagileation scheme (University 15%, appointed 5%), medical and dentel care, education allowances for children, bousing benefit for an appointed with somal salary of HKS129,880 or above (with appointed contributing 7.5% of salary towards the provision of housing). Appointment uses also be made on fixed term contract which carries equivalent benefits including a contractent state of interest and salary in fieu of superamentable benefits. The University may also considers more feetible-terms for sultable candidates. Application - Procedure: Send full returners, as well as names and addresses of 3 referees, together with copies of qualification documents (in deplicate and recent publications to the Personnel Section, The Chinese University of Horna Kona, Shetin, Hong Kong (Fax:(852)60) \$0.25) before January 14, 1992, Please quots the reference murpher 114/509/291 and mark "Recruitment" on cover.

mark "Recruitment" on cover.

Transportation: Applications are invited for a tentre track position at the ansistant or associate professor level in the Department of Civil and Environmental Engineering. Applicants must have a Ft. D. degree with a major in Iraffic operations/control. They must also have a strong interest in encoung. primarily at the graduate level, and a dedicated interest in anxior experience with intelligent transportation systems. It is expected that there will be heavy participation in finaded research activities. MIT does not discriminate on the basis of experience color, handicar, reliaton, authors or etunic origin or age in employment. Send resume: Personnes Box AAPT. New Jersey Institutes of Technology, University Heights, New Jersey Office.

THE PERSON NAMED IN

faculty of 105.

affairs of the College.

President

Regis College

Weston, Massachusetts

Founded in 1927 by the Congregation of the Sisters of Saint Joseph who continue to sponsor the institution, Regis College

is a private, Catholic liberal arts college for women. It is located

12 miles west of Boston on a 168-acre campus. Regis enrolls approximately 1,000 undergraduates and has a full- and part-time

Regis College is dedicated to the education of women and

to the development of each woman's full potential, to the preparation of women for a diversity of careers, and for roles of

The President reports to the Board of Trustees and is responsible for the academic, administrative, and financial

 Distinguished academic credentials with an earned doctorate in an appropriate discipline;
• Experience in higher education which includes evidence of achievement in both teaching and administration;

A strong commitment to the mission of Regis as a
Cotholic, liberal arts college for women, as well as the vision and competence to direct the continued growth of the College

in a culturally diverse and changing world;

• Evidence of qualities of collegial leadership in administrative and academic affairs: the talent to foster collaboration

order to strengthen and develop present and future sources of

For the first time, the Board of Trustoes encourages nomine

tions and applications for the presidency from outside the founding order. The anticipated starting date is July 1, 1992. Nominations and applications should be sent to:

Dr. Richard W. Young, Chair

Presidential Search Committee

Regis College

Weston, MA 02193

Applications should include a current resume and a letter

Applications should include a current resume and a letter discussing the candidate's suitability for the position.

The Search Committee will begin reviewing applications on January 10, 1992. No candidate can be guaranteed full consideration if materials are received after that date.

Regis College is an AA/EEO employer. This search is assist by the Presidential Search Consultation Service of AGB.

PRESIDENT

Oakland, California

The Board of Directors announces the search for a President to lead this independent, coeducational, Catholic college beginning in the summer of 1992, following the eleven-year presidency of Lois MacGillivray, SNIM. We invite and encouraged nominations and expressions of interest, particularly from women religious of Catholic congregations.

Holy Names College offers to men and women of all faiths and ages an opportunity to obtain an excellent education in the liberal arts, preparation for some professions, and an enriched life. Our teaching faculty serves traditional students and returning adult learners in both semester and innovative Weekend College programs. Our educational community draws on the riches of the San Francisco Bay Area and fosters intercultural understanding as students and faculty of various national and ethnic backgrounds work together. Now recognized as one of the leading regional liberal arts colleges in the nation, the college was founded in 1868 by six members of the Sisters of the Holy Names and continues the mission of the congregation. An undergraduate and graduate student enrollment of 930 (845 FTE) and a faculty FTE of 80 are supported by an annual operating budget of \$10.3 million.

The search committee will begin its review of candidates' materials (letter, vita, and list of at least 5 references) in late January. Address inquiries and nominations to James P. Kelly, Chairperson, Presidential Search Committee, Holy Names College, 3500 Mountain Boulevard, Oakhard, CA 94619-1659.

Holy Names College is an equal opportunity employer.

HOLY

NAMES

COLLEGE

among the various constituencies of the Colloge;

• The ability to articulate the mission of the College in

Qualifications for the President include:

leadership and service in the modern world.

The Board of Trustees at Regis College invites nomination and applications for the position of President.

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PRESIDENT

California University of Pennsylvania

The Council of Trustees of California University invites nominations and applications for the 6th president of the University upon the retirement of John Pierce Watkins from the presidency in June, 1992.

California University, founded in 1852, part of the State System of Higher Education of the Commonwealth of Pennsylvania, is a regional, comprehensive Institution. The University's 333 full-time and 55 part-time faculty serve 7,000 students through the Colleges of Liberal Arts, Education and Hurnan Services, Science and Technology, and the School of Graduate Studies and Research.

The largest institution of higher education in extreme southwestern Pennsylvania, California University is located 35 miles south of Pittsburgh in the foothills of the Allegheny Mountains near Pennsylvania's Laurel Highlands recreation area. When the expressway linking Pittsburgh is complete, California will be a 20-minute commute to downtown Pittsburgh in the heart of the anticipated economic development area.

California seeks candidates with demonstrated leadership skills, a clear un-derstanding of and appreciation for the real tasks involved in teaching and research, and experience with the life and operation of an institution of higher

- The ideal candidates should possess the following strengths: ability to articulate a vision for the University's future growth and develop-
- experience with long range strategic planning
 a genuine commitment to shared governance in a collective bargaining
- environment

 successful experience in the management of complex environments

 shifty to communicate effectively with diverse constituencies including faculty, stalf, students, parents and alumnit; business, community, and governmental leaders; and the media

 willingness to provide the leadership and personal involvement required for successful fund raising and resource development

A more complete statement of leadership qualities is evallable to all interest

Nominations and applications should be sent to: Mr. Frank Mascara Cheir, Presidential Search Committee California University P. O. Box 607 California, PA 15419

Applications should include a current resume and letter discussing the can-didate's qualifications in terms of the stated criteria. Applications will be reviewed commencing February 24, 1992. Candidates whose applications are received after that date cannot be promised a full consideration.

California University of Pennsylvania is an AA/EEOC Employer, and strong-ly encourages the applications of women and minorities. This search is assisted by the Presidential Search Consultation Service of the Association of Govern-ing Boards.

PRESIDENT

The Joyce Foundation of Chicago seeks a President.

The Foundation is a grantmaking organization with a regional emphasis on the Midwest and a special interest in public policy. Areas of concentration include the environment, culture, economic development, education, and

The President is responsible to the Board of Directors for supervision of the grantmaking programs and administration of the Foundation. Candidates should submit a letter of application and a résumé to:

Search Committee The Joyce Foundation 135 South LaSalle Street Chicago, IL 60603

The Joyce Foundation is an equal opportunity employer.

Veterinary Modicine/Biology. An appointment is available for a tenure-track position in parasitology. A background in veterinary parasitology is preferred. The appointer will in another veterinary prassitions in the rest of an established research program in immunology and background in munuclogy and parasite relationships. The appointer will share in the teaching of parasitology to veterinary and graduate students, contribute to clinical diagnostic parasitology and extension work, and develop an agra of special research emphasis in collaboration with others in the scupt. The parasitology and extension work, and develop an agra of special research emphasis in collaboration with authors in the scupt. The parasitology and extension work, and develop an agra of special research emphasis in collaboration with laws a doctoral degree reflecting appropriate research interests. A veterinary qualification is desirable, but not essential, Longwood and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Schools of Arts and Sciences, Business and Ecogonics, and Education and English. The Ecogonics, and Education and English. The Ecogonics and Ecogon

EXECUTIVE DIRECTOR FIELD SERVICES, BAY AREA OFFICE

RULLETIN BOARD: Positions available

Educational Testing Service, the nation's leading educational and measurement organization, seeks a high level administrator to direct its Bay Area (Emeryville, California) office which is ETS's largest regional office.

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A Ph.D. or equivalent is necessary, preferably in education, educational measurement, psychology, or related fields. Four years of progressively responsible administrative experience are required, as are thorough knowledge of management, program direction, planning, personnel, fiscal. and policy development. Superb communications skills are essential.

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PRESIDENT

University of California

The Board of Regenis' Special Committee on the Selection of a President invites nominations and applications for the position of President of the University. David Flerpont Clardner has announced his decision to retire as President, effective October 1, 1992, following nine years of service in the presidency, and the Special Committee wishes to consider for his successor the most outstanding candidates in the country.

county.

The University of California is a publicly supported institution with nine campuses which include five academic medical centers and fourteen health sciences schools, a division of agricultural and natural resources, numerous organized research units and programs abroad. The University is the state's land grant university. It also manages liree national laboratories for the U.S. Department of Energy. In 1990-91, the University enrolled 166,547 students and employed nearly 150,000 persons including those at the DOE national laboratories. Its annual budget for 1990-91 was approximately \$9 billion, inclusive distances as a 100 computers of the DOE laboratories.

The President, an ex officio member of the Ikard of Regents, is re-sponsible to the Board as Chief Executive Officer for the overall admin-istration of the University.

Candidates should have demonstrated administrative experience in the conduct of the affairs of substantial organization, an appropriate scholarly record, an understanding of state and federal fiscal processes, and a talent for leadership of a large and complex organization. flominations and applications with a current resume should be addressed in confidence to

Secretary of The Regents University of California 300 Lakeside Drive, 22nd l'ioor Oakland, CA 94612-3550

and should be received no later than January 24, 1992 to be assured full consideration.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Women's Studies: Director of Women's Studies. Arkons State University. Tempe. Arkons into qualified individuals to apply for the Director of Women's Studies, a sical year appointment. The position is administrative and carries with it a tenured faculty appointment at the full or associate professor level. Application procedure. (1) Aletter of intent containing applicant's only investigation intent of the procedure.

Women's Studies: Antioch College. Tenure-track position in Women's Studies beganning September. 1992. Field open, but
social science applicants especially encouraged. Position involves teaching and further developing Women's Studies Program
and new major. Commitment to multicultural and international perspectives essential for establishing close relationships with
African/African-American. Studies. International Studies, etc. Ph.D. or terminal dagree, teaching esperience required. Adminsistative esperience helpful. Rank and salary dependent upon esperience. Send letter,
résuné, three reference letters to Office of
the Dean of Faculty. Antioch College, Vellow Springs. Ohio 45187. Application review begins February 13 and continues until position in filled. Affirmative Action,
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PRESIDENT Sonoma State University

The Chancellor and the Board of Trustees of the California State University system invite nominations and expressions of interest for the Presidency of Sonoma State University

Established in 1960, Sonoma State University is a predominantly undergraduate institution of liberal arts and sciences which also offers a select range of graduate and professional programs. Small class size and close relationships among students, faculty, and staff are hallmarks of the institution. More than 400 full-time and part-time faculty provide instruction to 7,400 students, 900 of whom reside on campus Approximately 62% of the students are women; 25 is the average of age of undergraduates and 38 is the average age of graduate students.

The University is located on 220 acres in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campus is attractive, modern, and well-equipped. The beauty of the campus and its setting allow students to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and energy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be: committed to excellence in public university situated in a suburban/rural area. Candidates must be: committed to excellence in undergraduate education in the liberal arts and sciences; experienced at working cooperatively with faculty, students, and staff; committed to expanding the positive relationship the University enjoys with the surrounding region; able to build on the strong base of a well-managed institution; skilled at managing the budget of a complex organization; skilled at representing the institution in external relations; capable of expanding fund-raising efforts; committed to clear, strong leadership in advancing the goals of affirmative action and educational equity; and prepared to function in a collective bargaining environment. Candidates also should have demonstrated proficiency in teaching and competency in scholarship, be able to provide academic leadership, and demonstrate successful administrative skills and collegial leadership.

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor.

Nominations and expressions of interest with current resumes should be sent to:

Mr. Ted J. Saenger, Chair Presidential Selection Advisory Committee Sonome State University 1801 East Cotati Avenue Rohnert Park, California 94928

Review of résumés will begin February 20, 1992.

An Equal Opportunity Employer Women and ethnic minorities are encouraged to become candidates.

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End Paper

Winslow Homer and the Art of Illustration

ETWEEN 1855 AND 1887, from ages nineteen to fifty-one, Winslow Homer made more than 160 drawings to illustrate texts of prose and poetry published in books and literary journals. His drawings reached print as lithographs, wood engravings, and photomechanical cuts. This little-known body of graphic art by a major American artist constitutes an important episode in the history of the art of book illustration.

Despite the skill and seriousness of purpose he invested in them, Homer's book illustrations made little stir during his lifetime. They have ever since remained deep in the shadow of both his paintings and his many other graphic works. The small scale of the book illustrations, their lack of color, and their complex relationships with the prose and poetry they illustrate have kept nearly all of them from inclusion in even the most comprehensive exhibitions of Homer's art. Most have received no discussion in the Homer literature.

That literature has tended not to distinguish between those drawings that Homer made to illustrate the writings of others and those that illustrate no text beyond his own observations of the world he lived in. The distinction is an important one, however, since other persons' words often had a catalytic effect on Homer, releasing in his drawings dramatic, emotional, and narrative qualities rarely seen elsewhere in his work.

Homer made these drawings when the art of illustra-





tion was a creditable activity for a painter in America. A breach between the two arts opened during his lifetime. It resulted in part from a feeling that images representative of texts must necessarily be dependent on them, and that this dependence constrained and compromised the artist. A growing skepticism about the worthiness of illustration as an activity for an established fine artist hardened as presses brought forth ill-conceived, ineptly drawn, and poorly printed illustrations in countless popular books and magazines. By the middle of the twentieth century, when painting was in flight from figural representation, the word illustration took on a decidedly pejorative tone. It suggested an objectivism, an interest in exteriors, alien to the era's celebration of heightened artistic individualism. Attempts to depict another person's visions, literary or otherwise, seemed extraneous to the inward eye so deeply valued by modernist artists. While a number of distinguished twentieth-century painters have made notable contributions to the art of the book, they have often decorated rather than pictorialized their texts, texts that have nearly always been revered monuments in the history of literature. Homer and his contemporaries illustrated much less exalted writing.

When Homer's powers as an illustrator were at their height, in the 1860's and the 1870's, a simple view of the profession prevailed. It held that words and pictures skillfully and sensitively brought together in a book could each enlarge the other's meanings without undermining the integrity of either the author or artist. Though Homer certainly saw illustration as a lesser occupation than painting, the evidence of his work shows that he found it an honorable one. He seems to have understood more fully than most of his contemporaries that illustration can be a fine art when artists listen intently between the author's lines to find substance of their own.

The text and Illustrations are from Winslow Homer and the Illustrated Book by David Tatham, professor of fine arts at Syracuse University. Copyright © 1992 by Syracuse University Press.

\$814.6-million in 1992-93, a 19.1-percent increase; and \$966.3-million in 1993-94, an 18.6-per-cent increase over the 1992-93 request.

■ The requests are based on what the sys-

tem would receive if the university system's financing formula was fully met. College officials don't expect to receive the full requests because they amount to almost all of the new money the state anticipates spending in the next biennium.

Reflecting the state's interest in school reform, college officials are asking for the creation of new programs for colleges to buy computers and other equipment for use in training teachers.

■ The new Governor, Democrat Brereton C. Jones, is expected to propose a screening system to nominate members of university governing boards and the Council on ligher Education

Legislators are reviewing Kentucky's open-records laws, and some higher-education officials are concerned that an expansion of the law could infringe on the confidentiality of the tenure process.

 Legislators may introduce bills to remove some political control in the way construction contracts are awarded because of charges of favoritism in the award of a contract for a dormitory at Northern Kentucky University last year.

Adequate support for financial-aid programs is the most pressing issue for Kentucky's private institutions Private colleges want the General Assem-

bly to require that at least one member of the Council on Higher Education hold a degree from a private college in the state.

Private colleges will ask the legislature to be included in the state's communications network for Inter-library loans.

■ Appropriations request will submitted in

for colleges is unclear. The economy is in bad shape, but Gov.-elect Edwin W. Edwards, a Democrat, has said he may propose tax increases that would enable the state to increase spending. Mr. Edwards has also pledged to use 75 per cent of the revenues from the state lottery for all levels of education.

Mr. Edwards is expected to propose legislation to improve the quality of state vocational-technical institution

Higher-education officials and legislators want three new nursing-education programs created because of the state's shortage of nurses.

Desegregation of the state's higher-education systems continues to be an issue. Lawmakers are expected to discuss the implications of a Mississippi desegregation case, currently before the U.S. Supreme Court, once a ruling is handed

■ Legislators will monitor a committee estabilished by the University of Maine's

Board of Trustees to determine whether

the system's administrative structure is

that the Legislature provided funds for a private-college student-aid program, and private institutions will work to preserve

January 8-April 15

■ 1992-93 will be the second year of a blennial budget, and colleges did not make supplemental requests because the state budget picture is so bleak.

January 8-April 7

MARYLAND

■ For the four-year institutions, \$632.2-million, a 10.2-per-cent increase

For the community colleges, \$138.1-milllon, a 35.1-per-cent increase

■ The University of Maryland System is ■ The outlook for the budget requests is not great. The state's fiscal condition continues to worsen. But spurred in part by angry protests by college students and faculty members, a group of legislators has pro-

seeking approval to merge the University of Maryland at Baltimore with University of Maryland-Baltimore County. The new institution would focus on health sciences posed a plan that would restore funds cut technology, social work, law, and public policy. Gov. William Donald Schaefer, a from college budgets in 1991, and allow Democrat, favors the Idea but some legisfor modest increases in 1992-93. Under lators are wary of the costs and of the their plan, about \$70-million would be repossibility that a new research institution couped by diverting tax money from the Transportation Trust Fund. An additional \$38-million would be raised by increasing the state tax on gas and electric utilities.

would compete with the flagship campus St. Mary's College of Maryland has requested legislation that would make it a state-related institution. In exchange for a one-time increase in financing, college leaders pledge to raise additional operating funds through higher tuition. They also went more freedom from state regula-

■ The Higher Education Commission wants more oversight over proprietary achools. The legislation would give the commission authority to fine institutions or to take other action, such as suspending operations, if they violate state regulations.

the appropriation.

Marviand's private colleges are asking that the institutional grants they receive from the state, which were cut by 25 per cent last year, be maintained at current

Private colleges will be lobbying against proposals to cut student aid that is not sed on financial need.

Private colleges are backing bills that would broaden the sales tax, hoping that some of the money the state would raise would be spent on higher education.

uary 1---December

■ \$537-million, a 10.7-per-cent increase.

■ With a projected deficit of \$1.6-billion on an overall state budget of \$12-billion. 1992-93 is shaping up as another lean year for public colleges, and for students who depend on the state for financial aid.

A commission appointed by GOV. W F. Weld, a Republican, has been studying ways to refocus the nine state colleges so that each has a distinctive mission. Legislators probably will take a keen interest in those changes, particularly if it appears the commission is inclined to close or merge institutions.

■ The commission may also recommend a financing formula for higher education. if it does so, legislation may be required. Pledad Robertson, the new Secretary of Education and a former community-college president, has said the current method of financing colleges hurts community colleges that offer certain necessary, but expensive, training programs.

on the private institutions' agenda.

Ianuary 8-mid-April

The Outlook for Higher Education in 50 State Legislatures continued

Date of session and budget request

Outlook for budget reques

MICHIGAN

January 8-December

■ Budget requests will be made later this

■ Gov. John Engler, a Republican, has made education a top priority, but his ability to finance significant increases may be hampered by the recession. Higher education was protected from the brunt of the budget cuts that were made last year to eliminate a \$1.5-billion revenue shortfall. Budget analysts in the Legislature, however, predict more shortfalls before the end of the fiscal year in 1992.

College officials want legislative approval for a bond measure to finance some deferred maintenance.

Higher-education officials and legislators are looking for new ways that four-year institutions and community colleges can collaborate.

■ The Legislature is expected to complete work on a bill that would increase regulation of proprietary schools. It would require trade schools to provide more information on their fiscal condition to the state and more information to prospective students about programs, graduation rates, placement rates, and tuition-refund

■ The private institutions' top issue is t preserve and possibly to increase the propriation for student aid.

■ For the University of Nebraska System. \$53,000 over the appropriation already approved for 1991-92, less than a 1-percent increase, and \$3.17-million over the appropriation for 1992-93. a 1 per-cent For the state colleges, \$521,000 over the

appropriation already approved for 1991-92, a 2.3-per-cent increase, and \$1.3million over the appropriation for 1992-93, a 5.6-per-cent increase.

■ For the two-year colleges, no supplemental increases for either year of the blennial ■ Gov. Ben Nelson, a Democrat, has asked state agencies to tighten their belts, so supplemental budget increases may not be possible. The Governor, however, has said he will provide some new money for

secondary Education is supposed to complete a comprehensive plan for higher education and present it to the Unicameral for review. The plan is to set out policies on tuition rates and admissions stan-

■ The Coordinating Commission for Post-

 The Unicameral will start using new guidelines to confirm members of the commis■ Private institutions are lobbying for a bill to provide more aid to their students. The bill passed last year but was vetoed by the

Along with other non-profit organizations. private colleges want the Unicameral to pass a law to guarantee a tax credit for charitable donors in the state.

MINNESOTA

January 6-April

This is the second year of a blennial budget, and the only supplemental appropriations request is expected to come from the University of Minnesota, which hopes to restore about \$23-million veloed from the 1992-93 appropriation of the biennial budget approved last year. The money was for several research and science programs and included \$3.4-million that the state provides for women's athletics.

Although Minnesota faces a deficit, university officials hope that lawmakers will restore the money on the grounds of fairness. Last month the state Supreme Court Invalidated Gov. Arne H. Carlson's vetoes of another \$23-million from the budgets of the three other public-college systems. Governor Carlson, a Republican, has since said he favors restoring the money.

■ The Legislature is expected to reconsider 1991 legislation that calls for a merger of the state university, community-college, and technical-college systems by July

 A Governor's Commission on the Future of Postsecondary Education has been discussing a wide variety of higher-education issues, including ways to make college more affordable, to assure that institutions are measuring what students learn, and to assure state support is sufficient. The commission's findings-expected this month-could result in some legisladent aid, and they support legislation the would change the way aid is granted, it change would allow the state to Issue a: directly to students. The ald currently i given to colleges.

Private colleges want an increase in st 1992-93 will be the second year of a biennial budget, so there was no budget request for this session.

NEW HAMPSHIRE

January 8—early May

NEW JERSEY

January 14---December

NEVADA

■ 1992-93 will be the second year of a blennial budget, so there was no budget request for this session.

procedures for transferring academic credits from technical colleges to fouryear institutions. Students have complained that existing procedures are too vague and sometimes cause them to lose credits when transferring.

■ The legislature may consider a bill to set | ■ Private institutions seek an increase in student-aid funds.

Legislators may also review the current laws governing the exemption from the property tax for non-profit organizations, and private colleges are monitoring the

MISSISSIPPL

January 7-May 10

For the four-year institutions, \$476.5-milllon, a 61-per-cent increase.

For the two year institutions, \$109-mililon, a 56.8-per-cent increase

■ Colleges will have a tough time winning | ■ The State Board for Community and Junior any budget increases because the state's economy is doing poorly and Gov.-elect Kirk Fordice, a Republican, is a strong opponent of tax increases. He has called for the elimination of many academic programs at public colleges rather than an increase in state support for them,

Colleges is seeking responsibility for regulating proprietary schools. The Education Department now regulates the schools.

The U.S. Supreme Court is expected to rule this year on the desegregation of Mississippi's higher-education system. The ruling could fuel requests by historically eliminate duplicative programs.

posals to close institutions. Particularly vulnerable is Mississippi Valley State University, a historically black institution that has been the target of previous closure

black institutions for more money or it could bolster efforts to consolidate and State revenue shortfalls could prompt pro■ \$1,056-billion, a 9.8-per-cent increase.

■ New Jersey officials are unlikely to get anything close to their budget request. Gov. James J. Florio, a Democrat, suggested that they request about \$960-million, but obtaining even that much may be difficult if the Legislature votes to repeal a tax increase that the Governor won in 1990. With tuition rising in the state, however, college officials have made student aid a priority and will push hard for their requests for a 24-per-cent increase for

the law governing tenure for state- and community-college faculty members to require that institutions pay more attention to a faculty member's record on teaching undergraduates. State higher-education officials oppose making tenure a subject of legislative debate.

■ Some legislators have proposed revising

Student groups back legislation to require college and university governing boards to include a student member.

The Department of Higher Education sup-ports a bill to prohibit all forms of hazing and to allow colleges to impose sanctions on offending groups, including a ban on

■ Rider and Monmouth Colleges want the Legislature to change its criteria for determining which institutions are colleges and which are universities. Rider and Monmouth want to be called universities.

Some private institutions may seek legislation to make the state share some of the costs they incur in complying with state regulations concerning low-level radioactive-weste disposal and state fire codes.

January 8-May 30

For the four-year institutions, \$559.9-milllon, a 12.2-per-cent increase.

■ For the two-year institutions, \$94.4-milllon, a 34.3-per-cent increase.

■ Voters in November rejected an increase in sales and income taxes for education, and the chairman of the House Appropriations Committee already has said his main priority is to provide additional money for public schools. So higher-education could find itself battling simply to maintain the same level of financing in 1992-93 as it is receiving in 1991-92.

Community-college leaders will be lobby-ing for a change in their financing formula, which is now based on enrollment. The colleges instead want the state to establish a base budget for each institution and then to provide colleges additional funds that reflect the costs of programs they of-

Some of the higher-education reforms that would have accompanied the new education tax may still make it into law. Gov. John Ashcroft, a Republican, and several lawmakers have urged the General Assembly to consider enacting some of the reforms. Measures that may be considered include requirements that each colege report annually on how its students are being taught and how its programs fit ■ Private institutions want more studentmoney, but they doubt they will get much

■ \$392,3-million, a 12.6-per-cent in-

 Colleges are not likely to gain the whole request because state revenues are expected to grow by only 4.7 per cent.

capital improvements and equipment pur-

The University of New Mexico is expected to be under more legislative pressure to recruit Hispanic students and faculty

■ Higher-education officials will seek approval of a \$102-million bond measure for makers to increase by 10 per cent the makers to increase by 10 per cent the support for the Student Choice Act, a student-aid program for New Mexico realdenta who attend the state's private col-

NEW YORK

NEW MEXICO

January 21—February 19

January 8—December

For the four-year and technical colleges of the State University of New York, \$1.47-billion, a 3.1-per-cent increase.
For SUNY's community colleges, \$294.3-million, a 14.1-per-cent increase.

For the four-year colleges and universities of the City University of New York, \$646.0million, a 12.5-per-cent increase.

For CUNY's community colleges, \$123.6million, a 14.5-per-cent increase.

■ The top priority for CUNY officials is to get | Before they can even think about lobbying the state to resume its financial support for increases, SUNY and CUNY officials for associate-degree programs at two CUNY colleges. State officials maintain will have to negotiate with legislators and Gov. Mario M. Cuomo over potentially that the \$23-million for those programs substantial cuts in their budgets for the should come from New York City. current (Isca) year, which ends March 30. One scenario that could ease the pain is a

CUNY's leaders also want to amend the state's welfare law so that recipients will not lose benefits if they enroll in a fouryear institution, rather than a community

 SUNY's leaders want legislation to provide community-college trustees and employees with the same indemnification from iability in lawsuits that officials of four year institutions now enjoy.

 Officials at private colleges will press the Legislature to maintain support for grants to their institutions and for student-aid programs.

Begins January 6

■ 1992-93 will be the second year of a blennial budget, so there was no budget request for this session.

Gov. Stan Stephens, a Republican, called the Legislature into a special session to deal with a \$100-million revenue shortfall. Lawmakers have said they want to avoid cuts to the budgets of public colleges, but some may be unavoidable.

i and college officials are ex pected to consider a variety of moves to cut costs, including reducing enrollments, dropping academic programs, and reducing the number of faculty and staff posi-

HORTH CAROLINA

May 26--July

Supplemental appropriations requests for the second year of the blennial budget will not be submitted until the spring. Community colleges may seek an additional \$20million to pay for the costs of rising enroli■ Lawmakers would probably need to raise taxes to provide more money for higher education, and they are unlikely to do so in an election year. Community colleges will probably be told to pare enrollment rather than expect the extra \$20-million.

proposal from Mr. Cuomo, a Democrat, to

roll this year's projected deficit of nearly

\$900-million into the fiscal 1992-93

budget, which may have a budget gap of

as much as \$4-billion. The overall state

budget is about \$30-billion.

The supplied of the supplied o ■ The University of North Carolina system | ■ In the last two years, private institutions hopes lawmakers will agree to put a \$300-million general-obligation con-struction band before the voters.

Legislators are interested in accountability issues, and higher-education officials expect more questions about faculty workloads and student graduation rates.

have suffered a 6-per-cent cut in their two financial-aid programs, so college officlais are working to restore the lost funds.



The Outlook for Higher Education in 50 State Legislatures continued

Outlook for budget request

January 8-March 7

- For 1992-93, \$881.7-million, a 17.8-percent Increase. For 1993-94, \$938.3-million, a 6.4-per-cent increase over the 1992-93 request.
- 1989, Virginia Gov. L. Douglas Wilder, a Democrat, says he will consider a bipartisan proposal to increase taxes. But unless Republicans and Democrats actually produce a plan, the prospect for budget increases for higher education is bleak. If a tex increase is not adopted, higher-education and other state officials will have budget cuts over the next two years. Colleges will probably be cut 3 per cent in the current year and 5 per cent in the first year
- For the first time since his election in | The State Council of Higher Education is asking for legislation to give public institutions more control over how they spend state money and set tuition rates.
 - Governor Wilder says he will consider a recommendation from his Task Force on Substance Abuse and Sexual Assault on College Campuses that would ban the sale of grain alcohol, which has more than twice the alcohol content of most liquor. near campuses. The state's Alcoholic Beverage Control Board says that 14 per cent of its sales of grain alcohol are at stores near the University of Virginia and Virginia Polytechnic Institute and State University.
- Private institutions plan to ask for a resteration of funds that have been cut in the last year for aid to their students. But the concede that they are unlikely to win the

- WASHINGTON January 13-March 12 ■ Legislators and Gov. Booth Gardner are
- There will be no supplemental budget requests for the second half of the 1991-93
- expected to tangle over proposals for averting a \$900-million deficit in the state's \$15.7-million budget. Governor Gardner, a Democrat who is not seeking re-election, has proposed a package of spending cuts and tuition increases to help close the gap. His proposal would cancel a planned salary increase for college employees and would increase tu-

cent at most institutions

of the blennium.

- Higher-education leaders expect significant discussion about tuition policy, especially the widespread use of tuition waivers that now cost public colleges and universities about one-quarter of the revenue they would otherwise receive. Because tultion goes to the state, not the institutions, colleges have few incentives to avoid walving tuition, and legislators find them politically popular. Institutions are expected to propose new policies that would allow them to set their tultion rates and keep some or all of the revenue.
- Private institutions want the legislature to create a new grant program that would aid middle-class students and their families by raising the maximum income level needed to qualify for grants and by removing the family's home-equity calculation from the student-aid application.

WEST VIRGINIA

January 8---March 7

- For the University of West Virginia System, \$155.1-million, an 11.5-per-cent in-
- For the State College System of West Virginia, \$88.8-million, an 11.4-per-cent in-
- Aithough West Virginia is one of the few states to make it through the last year without budget cuts, 1992 will be a tight budget year, and major increases in state spending are unlikely. College officials are trying to make funds for salary increases a top priority.

ition rates from between 15 and 25 per

- Legislators and higher-education officials are developing a loan program to encourage medical-school graduates to practice in West Virginia. Under the program, students would work in the state for one year for every \$10,000 in scholarships they received. If they did not fulfill their agreement, the students would have to pay back three times what they borrowed.
- Private and public institutions are asking the legislature for \$1.1-million for financial-aid programs over the next five years.

WISCONSIN

January 28—December

- 1992-93 will be the second year of a blennial budget, so there was no budget request for this session.
- The state could face a small deficit in the second year of the blennium, and the goal for the University of Wisconsin system will be to avoid budget cuts.
- Legisletion that would give the system's chancellors more influence in the tenure process may be enacted. Tenure decisions are now made by the faculty member's academic department. The bill, which the university supports, would allow chancellors to convene a panel of faculty members to hear appeals and possibly overturn those decisions.
- Students support a bill that would freeze tuition rates until 1995 and then contain tuition increases, so that tuition would never exceed 33 per cent of the total cost of a student's education
- Students also will push a bill to require the Great Lakes Higher Education Assistence Agency to be regulated under the law that covers private collection agencles. Students have complained that Great Lakes, the state's guarantee agency for student loans, uses overly aggressive

February 17—March 13

For the University of Wyoming, \$174.8-million, a 10.9-per-cent increase. ■ For the community colleges, \$102.9-mil-

llon, a 21.2-per-cent increase.

- An estimated \$152-million budget deficit has prompted Gov. Michael Sullivan, a Democrat, to cut appropriation requests and to propose giving many programs less money in 1992 than they received in 1991. So far, he has exempted higher ed-
 - A group of Gillette residents want a twoyear college created in their community and may appeal to lawmakers for help. Community-college officials hope to persuade legislators to adopt a statewide property-tax increase that would provide additional money for the two-year col-

-GOLDIE BLUMENSTYK, MARY CRYSTAL CAGE, AND ROBERT R. SCHMIDT, JR

STATE NOTES

- Ala. court says unwed parents can be made to pay college costs
- Report criticizes state programs to assess what students learn

has ruled that the state can divorce. require parents to pay for the college costs of their children, even if the parents have never been married and the children are no longer

The 5-to-4 decision extended to illegitimate children the same opportunity for financial support for college as the same court previously secured for children of divorced parents in

In the 1989 ruling, the Alabama Supreme Court said the costs of a college education could be an exception to the state law that says that a parent has no legal obligation to support children once they reach the age of 19.

The latest decision, released last month, resulted from a petition filed in 1989 by Ester Fay Williams for additional support for her daughter Darlene, born in 1972. The girl's father, Bobby Jones, had been paying financial support since 1973, but objected when he was ordered to pay additional support for college and other expenses until Darlene reached the age of 23. He contended that the courts did not have such authority be- goals and expectations for an

Alabama's Supreme Court cause the case did not concern a educated citizenry." says the Chief Justice Sonny Horns-

by, writing for the majority, disagreed. Affirming the decisions of two lower courts, Justice Hornsby ruled that the exception that the Supreme Court had established in 1989 "did not depend on the the fact that the parties to that proceeding were divorced," but rather "on the 81 per cent of colleges report existence of the parent-child relationship."

The four justices who dissented from the ruling said that the court had exceeded its authority in both the 1989 decision and this one. They said courts could not order support for illegitimate children past the age of majority.

A growing number of states and colleges have programs to assess what students are learning, but there clearly determined what they is little evidence that the programs are improving education, a new report concludes. results.

The states assessment efforts "have also failed to address adequately questions or system, are meeting state 80202-3427.

report, issued by the Education Commission of the States.

The report, "Assessing College Outcomes: What State Leaders Need to Know," notes that assessment has become more commonplace since the nationwide movement to measure student progress emerged about seven years ago. Today up from 55 per cent in 1988.

The report says that several states experiencing severe economic problems have curtailed their assessment efforts. It also says that pressure for standardized tests and public disclosure of the results is rising as legislatures "grow impatient with lack of results" from other assessment methods.

States could fashion better programs, the report says, if state and college officials first wished to measure, and then devised the tools to assess their

The report is available for \$6 a copy plus \$1.90 postage from the ECS Distribution Center, 707 about how all colleges in a state, 17th Street, Suite 2700, Denver,

-GOLDIE BLUMENSTYK

Judge Orders Steps to End Segregation of Alabama Colleges

Continued From Page A24 money flows to Alabama A&M University and Alabama State University, two historically black in-

stitutions. ■ The state must provide about \$20-million to improve the facilities at Alabama State and Alabama A&M.

Auburn University, Living-

ston University, and the University of Montevallo must make "material improvement" in the employment of black faculty members within three years.

Calhoun State Community College, Troy State University, and the University of North Alabama must make "material improvement" in the employment of black administrators within three

 Auburn University must modify its admissions policies so that they no longer result in fewer black

Alabama State must develop and carry out a plan to recruit more white students.

■ The state and its public colgrams that are needlessly duplicated at nearby predominantly white and historically black institutions.

Judge Murphy said he would monitor Alabama higher education for 10 years to insure that his orders are carried out.

Robert D. Hunter, a lawyer for

the Alabama Commission on Higher Education, said he was not surprised by the judge's ruling. "We said from the beginning that if we were held responsible for thirligs done in the 1950's, it wasn't a case that could be won," he said.

Mr. Hunter said that state officials were committed to educating more black students, but that budget constraints made it difficult to

upport many new programs. Alabama Gov. Guy Hunt, a Re-

"We said from the

beginning that if we were held responsible for

things done in the

1950's, it wasn't a case

that could be won."

publican, said it would be "premature" to announce whether or not the state would appeal.

Alease S. Sims, one of the black citizens who sued the state, said she was pleased with the decision. but added that she was skeptical that state officials would change their policies unless they were closely monitored by the court.

"If we just leave it up to people leges must eliminate academic pro- to do the right thing, they won't," she said.

She added that high-school guidance counselors still routinely discourage talented students from applying to historically black colleges. "Things are better, but there is still discrimination," Ms. Sims. -SCOTT JASCHIK

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- Recent Congressional action reaffirms commitment to EEO/AA -

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Accreditor's Move Seen Enhancing Federal Power

cept the principle that the Secretary of Education has the final say over how accrediting associations conduct their business."

Etta Fielek, a spokeswoman for Secretary Alexander, said he was not trying to take over accrediting associations, but that he had certain responsibilities. "The Secretary has statutory authority in terms of safeguarding the tax dollars that are used in student financial-aid programs," she said. "That is our interest in the accreditation process."

Under U.S. law, students can receive federal aid only if they attend colleges that are accredited by agencies recognized by the Education Department, Mr. Alexander held up the renewal of recognition for Middle States because of the diversity standards. Critics of

dential candidates discussed said.

education policy at a recent

forum of the National Educa-

SPAN, included Arkansas Gov.

Bill Clinton, U.S. Sen. Bob

Kerrey of Nebraska, and for-

mer Sen. Paul E. Tsongas of

Mr. Clinton promised to

"scrap the existing, inadequate,

wasteful and often broke stu-

dent-loan program" and replace

it with a National Service Trust

that would allow students to

borrow for college and then re-

pay the money as a percentage

of their income or through two

or three years of low-paid work

as teachers, police officers, or

health-care workers. Mr. Clin-

ton said the national-service ex-

perience could also encourage

more college graduates to con-

sider full-time careers in teach-

He also said he would help

states to create workplace-liter-

acy programs so that every per-

son with a job could learn to

Mr. Kerrey attacked the na-

tional-service idea. The pro-

gram would adulterate "the pu-

rity of service" and penalize

stetter question for such 'new

paradigm' advocates are these:

Is that how you went to college?

Is this how you intend to send

your son or daughter to col-

native-certification process.

read within five years.

The forum, carried on c-

tion Association.

Massachusetts.

ander for getting involved and urged him to insist that Middle States completely drop its diversity standards.

Ms. Fielek said department offi- States institutions and in other accials would "take a close look" at crediting groups—said the associathe new Middle States statement before commenting on it.

Middle States leaders said they had not buckled under to the Edu- more power over accreditation. cation Department and had only Thomas C. Longin, provost of lthclarified what their practice had aca College, said Middle States had been all along.

ELECTION NOTEBOOK

■ 3 Democratic candidates differ on aid policy

■ Buchanan bemoans state of U.S. education

Three Democratic Presi- the classroom," Mr. Kerrey

Some accrediting officials con- Drexel University, said: "A great curred and said they were not wor- deal of heat was felt by Middle ried by Secretary Alexander's States because so much was riding stance on Middle States or by that group's recent action. Kenneth L. Perrin, president of the Council on Postsecondary Accreditation, said Middle States had acted "to make

Mr. Tsongas said his college-

financing program would make

higher education available to

students and encourage them to

pursue careers in public serv-

ice. His proposal would have

students repay college loans

United States "is an anti-intel-

lectual society." A good athlete

is a hero, he said, but "if you are

As he entered the race for

the Republican nomination

for President, columnist Pat-

rick I. Buchanan left little

doubt about his position on

the state of American educa-

a good student, you are a geek."

equitable," he said.

Standards 'Not Useful'

Other Groups' Policies

Perrin said.

dle States are so far sticking by North Central's Commission on their diversity policies. But Barba- Institutions of Higher Education, ra E. Brittingham, chairwoman of said she too was concerned about the Commission on Institutions of the precedent set by Middle States. New England Association of how much intrusion there can be Schools and Colleges, said: on our autonomy," she said, add-Secretary has imposed himself in from the controversy: "All of these the middle of something that ought discussions have been difficult, but to be left to the members."

pitulation to the Secretary," Mr.

tion had indeed backed down and

that the sequence of events had

given the Education Department

moved "so far back" that its diver-

sity standards "are not useful."

But many others-at Middle

The New England Association is nonetheless expected to adopt a its institutions later this month.

those standards praised Mr. Alex- more clear" what their standards land, said the standards would be of the statement includes specific mean. "That doesn't look like ca- different from those used by Middle States. The New England standards will focus on the mission statements of colleges, encouraging colleges to define the range of

students they can serve. Accreditation review teams will then look for a "congruence" between the mission statement and a college's programs, Ms. Brittingham said. New England officials do not plan to back away from their stance because of what Middle States has

done, she said. Still, Ms. Brit-Richard D. Breslin, president of tingham added: "It certainly was on our minds. One cannot escape noticing all of this."

The North Central Association of Colleges and Schools takes an approach similar to the one New England is considering. Patricia A. Accrediting groups besides Mid- Thrash, executive director of

Higher Education, an office of the "Now may be the time to ask "What's happened here is that the ing that some benefit might come maybe they will lead to a better understanding of accrediting."

The Western Association's stanversion of diversity standards for dards are closest to those of Middle is a point beyond which we cannot

Ms. Brittingham, dean of the Col-sidering making its diversity stag lege of Human Science and Serv- dards optional, it is preparing a ices at the University of Rhode Isstatement to clarify them. A draft rejections of some of the interpretations of diversity standards that critics have given the policy.

The draft notes, for example, that some critics view diversity standards as part of the "political correctness" movement. But, it says: "The commission firmly a jects this response to diversity. The bedrock of education in a democratic society is free and open discussion. Indeed one sign of a healthy academic institution is the thoughtfulness of its internal disagreements and the extent to which all segments of the institution feet free to participate in its debates."

Losing Sight of Missions

Mr. Weiner, the Western Association's executive director, said it was important for supporters of diversity standards to clarify their meaning. But, he added, accrediting groups should not change their policies because of the threat of a loss of federal recognition.

If accrediting groups do that Mr. Weiner said, they will end up paying more attention to the de-

federal agencies and we need to make that clear," he said. "There States. While Western is not con- and will not go." - SCOTT JASCHIK

sires of federal officials than to the mission of improving colleges.

"We are not prepared to become

U.S. May Bar Solicitation of Gifts for Minority Scholarships

based on their income. "Those Continued From Page A24 who go on to make a lot of monour institutions in terms of fund ey may pay more than their raising," said Richard F. Rosser, share back, but that I think, is president of the National Association of Independent Colleges and Mr. Tsongas also said it was Universities. Mr. Rosser said that time for the United States to designated gifts frequently are iniplace greater value on educatiated by college administrators. tion. Compared to Ethiopia, "You know what your needs are, where he taught in the Peace so you go to a donor and tell the Corps, Mr. Tsongas said the

A Year of Controversy

The proposed regulations were issued after a year of controversy over minority scholarships, sparked by Mr. Williams's statements that most minority scholarships were barred by Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination based on race or national origin in programs that receive federal funds.

Under the regulations that Sec-

retary Alexander proposed, most

race-specific scholarships would

still be considered illegal because

of Title VI. But the rules would

give colleges four years to bring

their scholarships into compliance

and would offer exceptions for pro-

grams set up by Congress, those

meant to remedy past discrimina-

Both Mr. Martin and Mr. Wil-

minority students under the pro-

They also said that much of the

posed regulations.

person about your needs," he said.

tion and culture. "Over a quarter century, we have poured hundreds of billions of dollars into Great Society programs," Mr. Buchanan needy students, he said. "The said in his announcement speech. But, he added, "Highschool test scores drop almost every year, as the levels of violent crime reach new heights. Narcotics have ravaged a generation. Our popular culture of Mr. Kerrey, who taught brief-books, movies, films is as polly at the University of California luted as Lake Erie once wa

and in the Omaha public schools Mr. Buchanan also said: after stepping down as Gover-"When we say we will put" nor, also defended the growing America first, we mean also that practice of allowing people unour Judeo-Christian values are trained in traditional teachergoing to be preserved, and our education curricula to enter the Western heritage is going to be the classroom through an alterhanded down to future generations, not dumped onto some "It bothered me that I had to landfill called multiculturalbe supervised in order to be in ism." -GOLDIE BLUMENSTYK

economically disadvantaged students would help those from minority groups, even though the aid was not restricted to them. "It is liams also said the department's retruly possible to protect the kind of gional-office employees were being assistance we want to offer," Mr. Williams said.

Mr. Martin said the part of the proposed regulations that had caused the most confusion was the exception for gifts that colleges receive. Higher-education officials have complained that they do not see a legal distinction between the money that colleges take from their an "easy way" for most instituendowments to support minority tions to help minority students. scholarships and funds that they

receive from a donor. Mr. Williams said one reason the new regulation makes such a distinction is that the donor is not coved Mr. Williams's statements of a ered by Title VI. He noted that under the regulation, colleges would first have to make the determination-not on the basis of race-that a student was eligible for aid. Then, if the student was a member of a minority group, the college could

use a race-exclusive scholarship. Mr. Martin added that a donor's pool" of all aid money available for created with gifts designated for said that a private donor could give a grant for white students and that liams stressed that they were open grant, again provided that the unito arguments from colleges on the versity used the money to assist minority-scholarship issue and to only those white students who

answering questions about how inwere eligible for aid anyway. stitutions could continue to help Mr. Williams said the department was already working to help in four years, when the final regulacolleges bring their scholarship programs into compliance with the student aid provided by the federal regulations. He said Secretary Al- will do the right thing if they know

plaining the regulations to college presidents. financial-aid officers, and foundation officials. Mr. Wiltrained to show colleges how they could help minority students without offering minority scholarships.

An 'Easy Way' to Help

Mr. Alexander's rules allow colleges to offer special scholarships to attract a more diverse student body, and Mr. Martin said that was

Mr. Martin said he believed a major reason that the reaction (the regulations had been less critiyear ago was that the department had explained how colleges could help minority students.

Mr. Williams said he too was "quite pleased" with the reaction, since his initial aim in discussing the issue of minority scholarships was to help institutions find ways they could recruit minority stugift to a college "expands the dents without breaking the law-Asked if he felt vindicated that Mr. students and hence would not in- Alexander's review had come to tion that has been certified by a fringe on the ability of other stumany of the same conclusions as court or federal agency, and those dents to obtain student aid. He also his original statements, Mr. Wil-

"I haven't spent a lot of time a university could accept such a thinking about whether I'm a winner or loser in this," he said.

Mr. Williams also would not say what action the department would take against colleges that did not change their scholarship programs tions would be fully in place.

"We believe college presidents government and by colleges for exander was sending letters ex- what it is," Mr. Williams said.

Head of Black Lobbying Group Irks Presidents With Racism Charge

Continued From Page Al approach," but he declined to name any black-college president who would publicly endorse the

'Deceptively Affable'

The letter, a copy of which was obtained by The Chronicle, says that many NAFEO officials have been concerned about "the persistence of racism at the American Council on Education under Bob Atwell's presidency." It also says that Mr. Atwell, "though decentively affable and personable, is really a foe of black colleges."

The letter cites as evidence the "lukewarm" position the American Council has taken on the Education Department's proposed regulations on minority scholarships. The letter says that, had NAFEO been involved in formulating the ACE response, the American Council would have been much more critical of the Education Depart-

The letter also says the exclusion of NAFEO is part of a pattern of a small group of college lobbyists making decisions without consulting others. The group, known as "the Six," consists of the presidents of the ACE, the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the Association of American Universities, the National Association of State Universities and Land-Grant Colleges, and the National Association of Independent Colleges and Universities.

"Bob Atwell is a functionary who either should represent all higher education equitably or should stop aside." the letter says. "We have the clout to stop immediately these rump meetings of the self-appointed six."

The letter then proposes that NAFBO demand a stop to all meetings of the Six. If that does not take place, the letter says, the presidents of black colleges should call for Mr. Atwell's resignation. If he does not comply, says the letter, they should organize a "muss with-

drawal" of black colleges from the

Mr. Myers said in an interview that he would not formally proceed with his plan until NAFEO's board discussed the issue, something that will probably not take place until the organization's annual meeting

Some Express Surprise

Black-college presidents who received the letter said they were surprised by its tone and substance. Several noted that the current chairman of the ACE board is a black-college president, Robert L. Albright of Johnson C. Smith University. Others noted that NAFEO had given Mr. Atwell an award in 1990 "for consistent and dedicated support" of NAFEO and black col-

Franklyn G. Jenifer, president of Howard University, said he would "absolutely not" call for Mr. Atwell's resignation. "Howard's relationship with Bob Atwell has been extraordinarily good and positive," Mr. Jenifer said.

He said Mr. Atwell also had been "unwavering" in his support for minority scholarships and programs to attract minority students. Samuel DuBois Cook, the president of Dillard University, said he had watched Mr. Atwell's work closely when Mr. Cook served on dissatisfaction with the way NAFEO ther isolate the organization. "I the ACE board, and that his impres- is run. sion of Mr. Atwell was "very fa-

Growing Dissatisfaction

Other black-college presidents who said they thought Mr. Atwell had been supportive of their institutions include Mr. Albright; Thomas W. Cole, Jr., of Clark Atlanta University; Frederick that NAFEO had been "not as active Humphries of Florida A&M University; and several who said they gotiations over the reauthorization did not want to be identified because they did not want to disagree publicly with Mr. Myers.

Several black-college officials said they thought the letter was irresponsible. They predicted that anger over the letter would lead to over the Higher Education Act and more open discussion of growing that Mr. Myers's letter would fur-

think it's ill advised to be fostering

Mr. Albright of Johnson Smith University said his institution had dropped its NAFEO membership two years ago after he found the organization's meetings to be "more and more glitzy and less substantive."

Robert Atwell of the American Council on Education:

He is "saddened and angered" by charges of racism.

He added that many of his colleagues at black colleges thought as we would have liked" in the neof the Higher Education Act.

One former black-college administrator with close ties to the Bush Administration said that he saw "no evidence" that NAFEO had been influential in the discussions

division," he said.

Another former black-college official said the letter was a response to pressure from within NAFEO for the organization to improve. The official said that many bluck-college officials now rely on the United Negro College Fund, not NAF-EO, to represent their interests particularly since William H. Gray, III, the former Democratic Whip in the House of Representatives, became president of the UNCF.

"With Bill Gray's ascendancy, Sam Myers is grandstanding," the official said.

"People are raising questions about his stewardship, and this is an attempt for him to rally the he said, because they are members

an issue," the black-college official

The president of one black college said that NAFEO needed to reevaluate its mission. "Organizations go through natural evolutions." he said. "NAFEO is at a point where it has to look at itself and its leadership and make some decisions. Until it does that, it's going to be limited in its impact."

A Washington lobbyist who renresents some black colleges said NAFEO had rarely been aggressive in arguing with federal agencies because NAFEO seeks grants from the agencies to help black colleges win federal grants. "It's very difficult to be a strong advocate for black colleges when you are taking money from these agencies. If you take money, you compromise your constituency," the lobbyist said.

Some members of President Bush's advisory board on black colleges also have expressed concern that NAFEO does not properly manage the federal grants, and have called for an inquiry into the

Mr. Myers denied that his letter had anything to do with pressure to change NAFEO and said his organization was doing a good job of representing black colleges and of managing the federal money. "The letter is not a gimmick," he said.

He also said he had had no choice but to take some action because ACE was "making policies that would be inimical to black col-

A 'Legitimate Question'

While black-college officials - 11icized Mr. Myers's letter, several said they didn't know much about the meetings of the Six and wanted to make sure those meetings were not hurting their institutions.

Said Mr. Humphries of Florida A&M: "If issues that affect minorities in higher education and black colleges are being discussed, NAFgo ought to be at the table."

The Washington lobbyist who represents black colleges said: 'The lack of a real minority presence among the Six is a problem."

Mr. Atwell said Mr. Myers's concern about the Six was a "legitimate question." Bluck colleges are well represented in the group, of five of the associations in the Six, and black-college presidents

serve on those groups' boards. He said that meetings of the Six consisted of informal breakfasts every few weeks to coordinate activities, and that the organizations that participate do not necessarily end up taking the same position on all issues.

As to expanding the Six, Atwell said: "The problem is that any expansion would not be from six to seven, but from six to 12 or 13, and at that point you have a small convention."

Mr. Atwell said black-college leaders were routinely consulted on a variety of issues. He mitted that NAFEO and the UNCF are members of the Secretariat, a group of about 40 colleges associations that meet to discuss policy issues.

Mr. Myers said membership in the Secretariat was not enough. if the Six is not the real policy-making body for higher-education isbying, Mr. Myers asked, "then why does it need to meet at all?"

Stanford Official Says Costs Challenged by U.S. Audit Could Top \$200-Million dits in negotiating how much mon- the extrapolated figure for all the lion or more that it could not prove

By COLLEEN CORDES

WASHINGTON A Defense Department audit is expected to contend that Stanford University may have overcharged the government by \$200-million or more in the 1980's for the overhead costs of research.

Peter Van Etten, Stanford's which the Defense Contract Audit Agency was conducting for the Office of Naval Research. He added that he believed the agency would use methods to which the university objects, resulting in \$200-million or more in questioned overhead costs.

Extrapolated Figures

An one spokesman said he had office would use the agency's authenaval-research office rely on

ey Stanford owes for past years for open years. which overhead accounts have yet to be settled.

sources reported that the Defense Contract Audit Agency had finished its audit of the actual costs of overhead at Stanford for fiscal 1987 part of the bill. chief financial officer, said last and 1988, 2 of the 11 years for week that he had not seen the au- which the government's books are

> the ONR's cumpus representative at Stanford that \$200-million in overcharges could be documented, one of the sources added.

It was unclear whether the agency would continue auditing records information, other than that his for the other years or suggest that

Stanford controversy has focused However, knowledgeable on embarrassing individual items, such as expensive bed sheets and depreciation on a yacht, for which Stanford charged the government a Many Special Arrangements

But most of the money at issue in

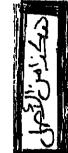
than support the earlier estimate by stundard methods, not by the dozens of special agreements that the effective to August 1990. university had signed with the government allowing it to use different

If the auditors did follow that Stanford had been paid \$200-mil- years.

that it should have received. One Much of the publicity about the reason the figure is so high, he added, is because many records that would be needed to document past costs under the standard methods do not exist. An earlier report by the Inspec-

tor General of the Office of the Chief of Naval Research concluded that the special agreements were in violation of federal policies The audit report will indicate the Pentagon audit reportedly de- and regulations. The ONR, which is that extrapolating those findings rives instead from calculating Stan- under the chief's office, canceled over the entire period would more ford's costs in the open years by all of those agreements in April, with the cancellation retroactively ONR officials have said, howev-

er, that if they decided to nullify the agreements for prior years, the agency would allow universities to method, Mr. Van Etten said, he be- propose alternative methods for lieved they would calculate that calculating payments for those





penses are appropriate to bill to the

P. Push, a spokesman for the acad.

emy. Only part of the cost of the

overnment, according to Stephen

get less money, a new report

The Perkins program is adminis-

tered on 3,200 campuses as a re-

volving fund that is replenished

through repayments from borrow-

ernment provides \$9 for every \$1

The report, from the General Ac-

counting Office, says a change is

needed to insure that institutions

feel the effects of a law that was

supposed to eliminate federal con-

tributions to the Perkins programs

Including the loans among a col-

The report also suggests that

it has put into effect to decrease the

dent Loan program. Those meas-

Copies of the report, "Perkins

default rates, the report says.

from a college.

WASHINGTON UPDATE

- IRS clarifles limit on amount of bonds a college may issue
- Civil-rights office considers change in investigations policy
- Congress cuts \$30-million from Pentagon's research awards
- Perkins Loan default rates should be recalculated, report says
- Academy of Sciences ensnared in overhead-cost controversy
- U.S. agencies work on plan to help businesses use research

ice has ruled that a college need not count the bonds it issues to finance student loans toward the limit on the total amount of tax-exempt bonds it may issue.

The IRS decision came in a "private letter ruling," which is not a binding precedent but usually a good measure of the agency's thinking on a tax issue. The ruling came at the request of a college that the ras did not identify.

Under tax-reform legislation enacted in 1986, private colleges may issue only \$150-million in tax-exempt bonds. About 25 colleges are now at that limit. The irs ruling states that Congress did not want the limit applied to student-loan bonds, but to the bonds that are

typically used to finance construction projects.

Matthew Hamill, director of tax policy for the National Association of Independent Colleges and Universities, said the ruling would help institutions that issue bonds for student loans or want to do so. But he said the major problem colleges have with the cap imposed in 1986—its humpering of the ability of colleges to finance construction projects—still remained.

—SCOTT JASCRIK

The Education Department's Office for Civil Rights is considering a new policy under which it will close investigations of complaints in cases

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where the people filing them have undertaken lawsuits on

file a new complaint with the civilrights office if their lawsuits did not succeed. Department officials said such a policy would allow them to focus resources on cases that are not being examined elsewhere. Currently, the civil-rights office delays inquiries while a lawsuit is proceeding, but does not close the

For the last year, ocr investiga-

Civil-rights lawyers said they did

The controversy over the overhead costs of academic research has led to a \$30-million reduction in what the Pentagon

to universities. A Congressional report explaining the new military spending law stipulates that \$30-million less is search at universities than would

The Pentagon will save that much from lower overhead bills from universities, the report stated. The savings, it added, will be the result of "revised auditing standards" for Defense Department awards to universities, under new federal limits on overhead pay-

It also called for a tougher Defense Department stand in negotiating overhead rates for federallyfinanced research.

The reduction could have been

considerably higher. The Senate's original version of the military-appropriations bill called for spending \$78-million less for academic research than would

the Perkins Student Loan pro-

for colleges with default rates above 15 per cent and reduce them Under the policy, people could for institutions with rates above 7.5 per cent. The GAO says colleges have been reported as having unrealistically low default rates because the Education Department has not considered defaulted loans that colleges have handed over to the department in calculating default rates for each institution. lege's defaults would have saved

lors have been complaining of a high case load because of an increasing number of complaints about alleged discrimination in education programs. The bulk of the cases involve allegations of discrimination against the handicapped in elementary and second-

ures include charging students a 5not think the policy, if adopted, per-cent fee on every loan and rewould have a major effect on many quiring colleges to give proruted college cases, since ocr has been refunds to borrowers who drop waiting for court actions to be completed before moving ahead with such cases. But in some cases, they Student Loans: Options That said, the added pressure of an OCR Could Make the Program More Fiinquiry has encouraged colleges to nancially Independent," are availmove more quickly in resolving able free from the GAO, P.O. Box

would otherwise have awarded

have been the case if the overhead system had not been changed.

have been available otherwise.

-COLLEEN CORDES

Congress should change the way it calculates default rates in gram to insure that colleges with large numbers of bad loans

items in question was charged to ers and new contributions from the The items include flowers, parkgovernment and colleges. The gov-

ing tickets for a van delivering interoffice mail, lapel rosettes and pins for new members, retirement gifts, printing costs for cards, firstclass airfare, and a hotel apartment in Washington for its vice-president, who lives elsewhere,

Mr. Push added that the improper charges had resulted from "inadvertent" errors occasionally made by academy employees.

A staff member of the investigations subcommittee of the Energy and Commerce Committee said last month that the subcommittee might call on the academy to testify about its overhead charges at the next hearing it sponsors on the overhead issue. That may occur as early as this month.

He added that the subcommittee was also concerned about reports the government \$26-million in from Congressional and Defense 1988. That sum could have been Department auditors that the acadredistributed to colleges with good emy has serious problems with its system for accounting for federal money and may be making money Congress consider extending to the on some of its reports that were Perkins programs some measures supported by federal funds.

cost of defaults in the Stafford Stutaken several stens to tighten accounting procedures and improve staff training. Other than the problems that have been corrected, he said, its accounting system is working well. He said the academy's non-profit press lost money

The Departments of Energy and Commerce are working on 6015, Gaithersburg, Md. 20877; a program to help American companies take better advan-—THOMAS J. Deloughry tage of federal research facilities this year, including those operated by universities. The latest prestigious institu-

In prepared remarks for a recent tion to draw Congressional inspeech, Energy Secretary James terest in improper overhead D. Watkins stated that federal offcharges is the National Acadecials would seek outside advice as they define "what we hope will be The academy has refunded a major initiative in 1992 to 'reach \$168,723 to the government for out to U.S. industry and begin to provided for basic and applied reoverhead charges that violated eiforge effective, new relationships ther federal guidelines or the acad- between government, industry. emy's own policies on what ex- and academia."

WASHINGTON ALMANAC

In Federal Agencies

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my of Sciences.

America 2000. The Department of Educa-tion has issued final rules that set forth the guidelines for using the department's official insignia for the America 2000 program, which establishes partnerships be-tween colleges and elementary and sec-ondary schools (Federal Register, De-cember 16, Pages 65,388-9).

cemoer 16, Pages 65,388-9).

Audit requirements. The Department of Education has issued final rules that make technical changes in its policies concerning audit requirements for colleges (Federal Register. December 23, Pages 66,494-5).

Copyrights. The Copyright Office of the Library of Congress has issued final rules that make technical changes in regulathat make technical changes in regula-tions governing the effective dates and fees for renewing a copyright (Federal Reaister, December 13, Pages 65,000-21). Patents. The Patent and Trademark Office has issued final rules that adjust patent and trademark fees in accordance with the Patent and Trademark Office Autho-rization Act of 1991 (Federal Reaister, December 13, Pages 65,142-60). Student ald. The Department of Education

itudent aid. The Department of Education has proposed rules that would make vari ous changes in general student-aid provi sions (Federal Register, December 23 Pages 66,496-504);

it**udent loans.** The Department of Educa-lion has issued final rules that make tech-nical adjustments in the guaranteed-stu-

dent-loan and Parent Loans for Under-graduate Students programs (Federal Register, December 12, Pages 64, 702-3).

Congressional Hearings

Since changes frequently occur with lite advance notice, it is advisable 10 check with committees on or near b

HOUSE OF REPRESENTATIVES Taxes, January 28, 29. Hearings on making permanent a number of extended tax breaks, including deductions for busi-ness-sponsored research, donations of art to museums, and employed

Washington People

Robert E. Alexander, chancellor of the University of South Carolina at Aiken, has been appointed by Education Secretary Lamar Alexander to the Advisory Committee on Student Financial Assistance. Gov. Evan Bayh, a Democrat from Indiana-has been appointed by Secretary Alexan-der to the National Assessment Govern-

Ways and Means; (202) 225-3625.

ing Board. Sov. Michael N. Castle, a Republican from Delaware, has been reappointed by Ser-retary Alexander to the National AssessW. Trake

Unwanted callers clogged telephone lines to a United Negro College Fund telethon in acksonville, Fla., interfering with donations.

According to news reports, some callers made harassing racial remarks to volunteers for the UNCF, which raises money for 41 private, historically black colleges. Other callers just hung up.

One volunteer said the first five or so calls she answered were hatefilled. Another said someone called to pledge watermelons.

According to an article in The Florida Times-Union, Janice Dupre, UNCF's director of development in North Florida, said it was probably an "organized effort" to hinder the telethon. Parts of the five-hour drive were broadcast on a local television station, "The first few segments, we got no pledges because of the crank calls," she told the Times-Union.

The Florida telethon, part of a national UNCF drive, raised about \$65,000---\$30,000 less than the goal

When Patrick Chang turned 18 last year, he gained control of a \$200,000 trust fund established by his parents. Rather than spend the money on a sports car or a vacation, the Stanford University iunior decided to set up a scholarship fund for Chinese students and teachers in the birthplace of his grandparents. the Beilun district of China's Ningbo City, on the East China

Interest from the fund will be used to provide about 600 asvards annually to outstanding elementary and secondary students whom Mr. Chang will select. The prizes will range from \$10, about half a month's salary for many people in Ningbo City, to \$200. The highest awards will go to outstanding disabled students

who wish to go to college. Mr. Chang's interest in the disabled is highly personal. He broke his neck diving into a swimming pool four years ago, an accident that left him in a wheelchair. That didn't stop him from finishing high school at le and enrolling at Stanford. He expects to graduate next year, with a major in economics

Says Mr. Chang: "Perhaps the children who win these awards will look at me as an example."

The Knight Foundation has surprised five more college presidents with checks for \$100,000.

A year ago the foundation initiated an annual grant program to recognize what it calls "quality presidential leadership" at small, private, liberal-arts campuses serving special populations. The grants are initiated by the foundation, not by campus proposals.

The most recent recipients of the foundation's "Presidential Leadership Grants" are the heads of Benedict, Tougaloo, Warren Wilson, and Westmont Colleges, and the College of St. Catherine.

Business & Philanthropy

New Debates Rage Over Symbols That Offend Many American Indians

Colleges try to appease not only their critics but also alumni who love the nicknames

seal was both historically inaccurate and

demeaning to American Indians. It depicts

John Christian Hartwick, the Lutheran

pastor who founded Hartwick Seminary in

1797, resting one hand on the shoulder of

an Indian while handing him a book, appar-

ently the Bible, with the other hand. The

Among those who objected to the seal is

Phil Young, an associate professor of art

and a Cherokee Indian. American Indians

in surrounding Otsego County do not wear

Indian is wearing only a loincloth.

A spate of controversies has focused attention on colleges' use of symbols and nicknames that many American Indians

Hartwick College, Eastern Michigan University, and the University of Illinois are among the institutions that have recently been embroiled in debate over their use of Indian symbols, nicknames, and mascots. Many American Indians maintain that such use is factually incorrect and demeaning.

In dealing with the complaints, colleges and universities have had to tread carefully to appease not only their critics but also alumni who love the words and symbols. At several institutions, alumni and other supporters have threatened to withhold donations if nicknames and other symbols were changed

The problem is not new. Some 20 years ago, Dartmouth College and Stanford University agreed, after contentious and widely publicized debate with their critics, to replace the sports nickname they both used-"Indians"-with "Green Wave" and "Cardinals," respectively.

Those changes took place in a period of increased militancy by American Indian activists. More recently, the World Series clevated the issue once more to one of national interest.

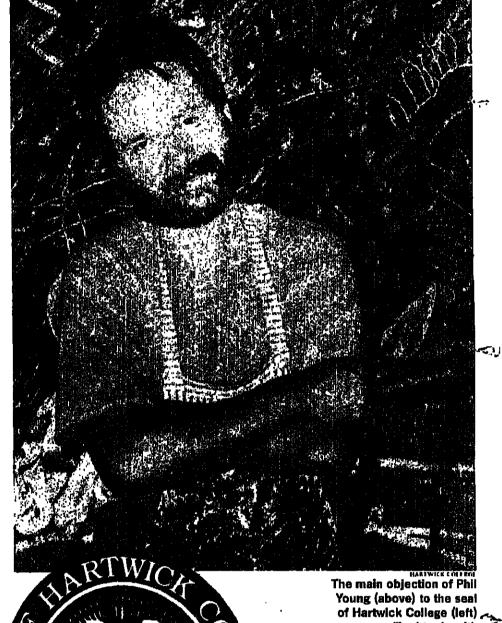
During the baseball season, the playoffs, and the series, fans of the Atlanta Braves chanted war cries and made a gesture, dubbed the "Tomahawk chop," that many American Indians considered offensive. The Tomahawk chop apparently originated at Florida State University, where fans use it to cheer on the university's sports teams, the Seminoles. The nickname and the gesture, dubbed the "war chant" on the campus, have not sparked controversy and have received the support of the Seminole tribe of Florida, a university official says.

Fight Over Hartwick College's Seal

Following the series, Russell Means, a long-time activist for American Indian rights, told delegates to the annual conference of the National Indian Education Conference that an American Indian Anti-Defamation League office would soon open in Denver, and that he and other activists were studying the feasibility of suing sports organizations that made belittling use of Indian words and symbols, or cari-

At colleges most of the controversies, but not all, involve sports nicknames and mascots. Hartwick College, for example, is working to resolve a dispute over what people said were inaccuracies in its seal. In October the college agreed to requests from faculty members and students that it find a new seal. Hartwick is also considering replacing its sports mascot, an Indian warrior.

Critics had objected that the college's



a demeaning stereotype" of American Indians oincloths, and the seminary was not estab-

"had to do with

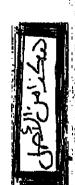
'oung points out. However, Mr. Young adds: "My main objection had nothing to do with its historicat inaccuracy; it had to do with a demeaning stereotype—about what was being said in the seal about Native American peo-

lished to train or educate Indians. Mr.

The seal's iconography is rooted in Vesterners' earliest, and often unflatter ing, depictions of American Indians, Mr. Young says. The seal features, for example, a worldly, clothed Westerner resting his hand paternalistically on the shoulder of the unclothed, stereotypically muscular, noble savage.

The seal dates from 1929, when Hartwick College was founded as an institution separate from Hartwick Seminary. 🛸

Continued on Following Page



Rebel flags not be waved at sports

events, and it banned the sale of A

Rebel flags and likenesses at uni-

versity facilities. That provoked

the indignation of many Mississip

pi fans, who threatened to withhold

But Ed Meek, the university's

director of public relations, says

that when he checked the names of

the writers of all signed letters!

against the university's fund-rais-

ing records, he discovered that

than \$10, ever, to the university,

and only a few had given anything)

at all." Development officers a

other institutions report similar

In some cases, the use of sym-

bols deemed offensive in one set

ting has been supported in another.

Miami University of Ohio has long

used the nickname "Redskins,"

the same name as Washington's

professional football team, which

is the frequent target of criticism

Yet the general council of the

Minmi Tribe of Oklahoma, for

named, recently adopted a resolu-

vered and honored name." The

resolution stated: "We of Miami

blood are proud to have the name

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Redskins carried with honor" by

Miami University athletes.

from American Indian groups.

"not one of them had given more !

PHILANTHROPY NOTES

- United Negro College Fund: \$3.7-million
- Shaw U.: \$10-million gift from an alumnus
- Wheeling Jesuit College: \$6-million gift

The AT&T Foundation will give \$3.7-million to the United Negro College Fund to help in America's Future." Announced support libraries at its member last year, the campaign seeks to colleges and universities. The raise \$250-million over the next gift is the largest single grant several years. -- JULIE L. NICKLIN ever awarded by the founda-

The grant will help libraries at 41 private historically black institutions buy new books and research materials. It will also enable the institutions to make physical improvements in their libraries.

About \$50,000 of the grant has been set aside to create a "President's Initiative Fund." It will supo€2 projects initiated by the fund's president, William H. Gray, 111.

The foundation's grant brings to tive strength" of the university \$114-million the total amount of prompted the gift. Since Talbert O.

pledges and gifts in the UNCF's "Campaign 2000: An Investment

A Shaw University alumnus plans to give \$10-million in unrestricted funds to his alma ma-

Willie E. Gary, who graduated from Shaw in 1971, has announced he will give about \$200,000 each year for about 50 years. Mr. Gary, a lawyer in Stuart, Fla., is chairman of Shaw's Board of Trustees.

Mr. Gary said the "administra-

Shaw became president four years Debates Flare Over Symbols ago, the university has been on the financial rebound, Mr. Gary said. That Offend American Indians Under Mr. Shaw's leadership, the university's debt has been re-Continued From Preceding Page duced, the endowment has in-Now, Hartwick College may revert creased nearly ten-fold, and enroll-

ment has increased. President Shaw said the university would use the gift to, among other things, increase its \$4.5-mil-

Wheeling Jesuit College has received an unrestricted gift of \$6-million, the college's largest gift ever.

The donation is from Alma McDonough, whose late husband. Bernard, was a charter member of the college's president council when the institution was established in 1954. The donation will be credited to the college's \$22-million capital campaign, which has raised more than \$14-million so far. A new health and recreation center will be named for the donor.

PRIVATE SUPPORT FOR HIGHER EDUCATION training and research in the social sciences: \$125,000 to Brazilian Association of Post-Graduate Research and Training Programs in the Social Sciences. For dissertation fellowships for graduate students engaged in field work overseas: \$500,000 over four years to Social Science Research Council.

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over three years to Christian Theological Seminary (Ind.).
Minorities. For programs for minority-group students: up to \$150,000 each to Antioch U., Aquinnas College, Bradley U., Hiram College, Lawrence U., Lewis U., Ohio Duminican College, St. Ambrose U., St. Norbert College, and Xavier I. (Ohio)

Stephen Foster. For support of the univer-sity's Stephen Foster Collection: \$600, 000 to U. of Pittsburgh.

Gifts & Bequests

The Citadel. For a new alumni center: \$500,000 from John Monroe Johnson Hol-

liday.

Comeil University. For the graduate school of management: \$2-million from Samuel Curtis Johnson.

Emory University. For research on the Middle East, for the Carter Center, and for unrestricted purposes: \$3-million from Arthur Blank.

—For the museum of art and archaeology: \$4.5-million from Michael and Thalia Carlos.

-For the Center for Scientific Computation and for a professorship in chemistry: \$3.25-million from Cherry Emerson. Fairfield University. For the school of business: \$100,000 from kepag Peat Marwick. Furman University. For faculty develop-ment in the sciences: \$200,000 from

chain university. For incurry development in the sciences: \$200,000 from Charles H. Townes.

Hinds Community College. For support of programs: property valued at \$1.67-million from John Caldwell.

When the science Solings For a new health

Wheeling Jesuit College. For a new health and recrention center: \$6-million from Alma McDonough.

Wilkes University. For the capital campain: \$1.9-million from the estate of Anne McCartney Marts.

Yale University Press. For authors of our parts.

than 75 former students withdres from the alumni association, whise to the original seal of the seminary, has 1,200 dues-paying members which closed in 1948, says Michael An organization was formed in MacDowell, the college's vicepresident for external affairs. The press for reinstatement of "Ha rons," and its officers claimed the seminary's seal has no Indian figthe decision was costing the unures and depicts the Sower from versity dearly in canceled done biblical parables, which has both Old and New Testament roots. tions. University officials, hower-So far, college officials say, the er, blamed the recession for the

controversy appears not to be drop in gifts. threatening alumni donations.

Impact on Fund Raising? While Hartwick is one of the few Just how much fund raising is at colleges to have official seals that denict American Indians, many infected by a change in a college's stitutions still use Indian nickscal or nickname remains unclear. Officials at institutions where connames for their sports teams: at Saint John's University (N.Y.), the troversies have occurred say the nickname is the "Redmen" taldanger of a falloff may be slim. though the university dropped its The University of Mississippi did not drop an Indian nickname: Indian mascot and logo), and at both McMurray College and Arrather, it asked that Confederate

Several Have Made Changes

name is "Indians."

kansas State University, the nick-

Over the years, several colleges and universities have changed the ' names of teams and mascots. Those institutions include the University of Oklahoma, which stopped using its "Little Red" mascot in 1970; Syracuse University, which dropped the use of its mascot, the "Saltine Warrior" in 1978; and Siena College, which dropped its "Indians" nickname and mascot for "the Saints."

Other institutions cling to tradition. In 1989, Central Michigan University undertook a three-year trial to see if the "Chippewas" nickname could be used in inoffensive ways. The university climinated visual symbols, such as a profile of an Indian and a spear and feather through the letter C.

Elsewhere, the University of Illinois Board of Trustees voted in 1990 to continue the use of Chief Illiniwek, a mascot played since 1926 by a student dressed in authentic Sioux Indian clothing, which Miami University was American Indian students had objected to the mascot, which is tion hailing "Redskins" as "a te named for the confederation of Algonquin tribes that used to live around Champaign, III.

In 1989 and 1990 federal and state politicians entered the dispute. The Illinois House voted to urge the university to retain the symbol. The university's chancellor, Morton W. Weir, asked fans to stop wearing pseudo-Indian clothing and war paint, and asked that inappropriate representations of Indian subjects be removed from university-related merchandise.

Controversy Over 'Hurons'

The dispute continued to simmer last year, and in October university officials called for fewer, more dignified appearances of the mascot Many alumni protested, but university officials responded that they were simply strengthening the role originally intended for Chief Illiniwek-to serve as an honorable tradition rather than as a conventional mascot.

At Eastern Michigan University, controversy continues over a decision to replace the nickname "Hurons" with "Eagles." The name had been used for 62 years.

Mate

Beloit College plans to offer a course next semester to examine "political correctness" and other controversial topics in academe.

The course will include discussion of such topics as multiculturalism and the curriculum, feminism and traditional scholarship, affirmative action in admissions and hiring, and campus speech codes that ban racist and sexist slurs. It will be taught by Gary Cook, chairman of the college's department of philosophy and

"I'm going to try to remain as impartial as I can be on these issues," Mr. Cook says, "I believe that one of the functions of philosophy is to examine significant social questions in society. We need to try to get beyond some of the hot air surrounding these issues and be more analytical."

The course will include readings from scholarly journals and books.

Four Maine hospitals have offered to provide clinical supervision for 68 nursing students whom the University of Southern Maine had planned to cut from its nursing program because of a reduction in state

The budget cut left the university with fewer faculty members than it needed to supervise all of the students it had enrolled.

Before the hospitals offered to help, the university used a random lottery system to cut the 68 students from the sophomore class of 138. The students were informed by letter that the institution did not have the resources or room for them.

But when local hospital officials learned of the cuts, they offered to provide additional staff members to work with students doing clinical work at the hospitals. In the past, the university has provided

"It's reassuring and gratifying to see how the health-cure community has pulled together to help us deal with the painful consequences of this problem," said Richard L. Pattenaude, president of the

A Kuwaiti prince who graduated from the University of Wisconsin—Parkside is offering two scholarships for Kenosha, Wis, residents who served in the Persian Gulf war.

Sabah Al-Sabah, who is now a diplomat with Kuwait's Ministry of Foreign Affairs, said he had offered the two scholarships, worth \$1,000 each, to thank local residents who fought in the war.

"I will never forget the love I got from the Kenosha community during my uw-Parkside years," he

Applicants for the scholarshipswhich are named for Sheikh Abdullah Al-Sabah, Mr. Al-Sabah's father-must attend college full time and maintain a 3.0 gradepoint average.

Students



Christopher Feeny: "Mr. Sager is there to provoke thought, prod us to think things through, or help us get over an impasse."



Beth Turetsky: "Nowhere else in law school do you get a chance like this to share opinions, debate issues, and really



that you're setting a precedent and that what you decide will affect what happens in the real world."

Students at NYU Law School Are Way Ahead of U.S. Supreme Court as They Render Opinions in Major Cases Months Before Justices Do

By DEBRA E. BLUM

When the Supreme Court heard arguments in a landmark college-desegregation case in November, written opinions on the matter were already circulating-among students at New York University's law school.

Students enrolled here in a seminar on the Supreme Court had already debated the issues of the case, taken a straw vote, and written the first drafts of their opinions. The week after the hearings at the real Court, the students confirmed their votes and made their opinions final.

'You're Setting a Precedent'

The appeals court, they said unanimously, was wrong in ruling that the State of Mississippi had met its legal obligation to desegregate its public colleges by dropping a law that prohibited blacks from attending certain institutions. The appeals-court ruling, the students said, should be reversed and the case remanded to the lower court.



Lawrence Sager, who teaches the seminar: "i normally tend to be a didactic, pedagogical teacher. But here I tend to be passive, a kind of auditor of the process."

(A decision from the real justices-which is expected to define the obligations of states to end past discrimination against black students and historically black colleges---is due by summer.)

"You have the notion that you're setting a precedent and that what you decide will affect what happens in the real world," says Marc. Ackerman, who like all of the others in the course is a third-year law student. "At the same time we can be flexible and creative with our decisions."

Split into three "courts" of eight "justices" each, Mr. Ackerman and his classmates considered nine cases last semester that are before the Supreme Court this term. The students decided, and drafted opinions on, such high-profile cases as the desegregation case, United States v. Mabus; Ayers v. Mabus. Other cases on their docket included R.A.V. v. St. Paul, Minnesota, which concerns the constitutionality of hate-crime ordinances; and Bray v. Alexandria Women's Clinic, which que

Continued on Following Page

U.S. Says Fall Enrollments Rose 3.2%, Topping 14 Million for First Time

Total college enrollment topped 14 million in fall 1991 for the first time ever, rising 3.2 per cent to 14,157,000, the U.S. De-

partment of Education reported last week. The increase was largely fueled by "significant" growth at public two-year colleges, where enrollments climbed 8 per cent, to 5,334,000, according to the department's report of its "Early Estim vey of higher-education statistics. At both public and private four-year colleges, enrollment grew by less than I per cent over the year, totaling 5,840,000 at public insti-

tutions and 2,680,000 at private ones. The figures were based on a telephone survey of 665 colleges and universities and were weighted to provide enrollment estimates at all 3,550 U.S. higher-education institutions. A final enrollment count will be released later this year.

As it has in the past several years, the enrollment of women outpaced that of men. From 1990 to 1991, the number of female students rose 3.7 per cent, to 7,752,000, while the number of male students rose 2.6 per cent, to 6,405,000.

The ranks of full-time students increased 3.2 per cent over the year, to 8,031,000, and the number of part-timers rose 3.3 per cent, to 6,126,000. The tally of undergraduates increased 3.7 per cent, to 12,306,000. while the count of graduate students remained steady at 1,851,000.

Survey of 15 States

The American Council on Education has also released the results of a survey of enrollment for fall 1991. Like the Education Department survey, the ACE study found that enrollment growth was highest at twoyear institutions.

The ACE looked at higher-education enrollment in 15 states: Arizona, Colorado. Connecticut, Illinois, Louisiana, Maryland, Minnesota, Missouri. New Jersey New York, Ohio, Pennsylvania, Tennessee, Texas, and Virginia. It found that total enrollment of students had increased last fall in all but Connecticut, Minnesota, and New York.

More than 40 per cent of the students who attend college in the United States are enrolled at institutions in the 15 states the 👺 council surveyed, and ACE officials said the findings could be taken as an indicator of national trends.

In the 12 states that reported a rise in total enrollment, increases ranged from 1 to 4 per cent at public institutions and from 1 to 2 per cent at private institutions, ex-34 cept in Colorado, Louisiana, and Arizona.

Continued on Following Page

The state of the s



NYU Law Students Get Way Ahead of Supreme Court's Opinions

Continued From Preceding Page vant case work. They then meet in tions whether protests at abortion conference-similar to the real clinics violate the civil rights of po- Court—and, led by a student acting

"Any sense that dealing with exercise is thrown out of the winwow when the students begin to get involved," says Lawrence Sager, an NYU law professor who teaches all gone through the fectures and further requirements to desegredous amount of work, and it be- might have a chance to say some- disagree on the standard for testing comes so important for them to thing every once in a while. But sway their colleagues and write defensible opinions.

The seminar, which Mr. Sager created two years ago with another law professor, Burt Neuborne, is one of a handful of law-school courses around the country that examine cases that are currently correction the Supreme Court, Mr. Sager says. His course may be unique, however, because students study the cases from a judge's perspective only-not as advocates not," she says, "As an advocate, for one side or the other—and they work in small, independent groups rather than listening to traditional lectures, he says.

"I normally tend to be a didactic, pedagogical teacher," he says. straw vote and then decide who "But here I tend to be passive, a kind of auditor of the process."

For the course, Mr. Sager selects cases he believes will be most interesting and technically challenging for his students. The professor and a research assistant conthe lawyers who are preparing the actual cases for argument and request copies of all briefs and documents submitted to the Supreme Court. Students prepare by reading the court material and other rele- all 24 members-every several

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as Chief Justice, discuss the case.

"Nowhere else in law school do these cases is simply an academic you get a chance like this to share opinions, debate issues, and really learn from other students," says a courts agree that the appeals-court student, Beth Turctsky, "We've the seminar. "They do a trementhe seminar groups where you gate should be reversed. But they this is different—it's dynamic, and ing policies are discriminatory and everyone is making a solid contri- on whether the policies lead to seg-

'You Learn What's Persuasive'

Ms. Turetsky says that she may want to be a judge someday, but that the class will help her be a better lawyer in the meantime.

"By pretending to be on the other side of the bench, you learn what's persuasive and what's you have to know how to make the al-court judge who graduated from best and most persuasive argu-

At the end of the first conference on each case, the students take a will write the opinion. Each student is expected to write at least three opinions during the semester. Each meets with Mr. Sager individually while working on a draft.

At a second conference, the principal opinions are discussed Continued From Preceding Page and edited, and the votes of the student justices are made final. Addibriefs may also be submitted.

The class meets en banc-with

weeks, where the opinions, votes, and dynamics of the three "courts" are compared and discussed. Mr. Sager usually lectures briefly about the constitutional issues raised by the cases, and calls on students who wrote opinions to

Lively Discussion

On this day, the full class is discussing material from the Mississippi desegregation case. The three decision relieving Mississippi of whether school admission and hirregation. They also differ on how to define the court's use of the term vestiges of discrimination."

The discussion is lively, and students soon give up raising their hands to be called on and begin addressing each other in turn as if they are meeting in a conference session. At the front of the woodpaneled classroom decorated with the memorabilia of a former feder-NYU's law school, Mr. Sager takes notes and injects comments or experience." questions when conversation

'Supreme Court Seminar': a course at New York **University School of Law**

Description: The class is for third-year law students who have taken at least a basic course in constitutional law. Students break into small groups, or "courts," to examine and adjudicate nine cases that an pending before the U.S. Supreme Court. The purpose of the course says its instructor, Lawrence Sager, is to prompt students to think seriously about difficult constitutional problems from the perspective of a judge and with the sense of a judge's obligation to justify deci-

Format: The class meets once a week for two hours. It is divided into three "courts" of eight or nine student justices. Half of the meetings are en banc, and half are in conference with the individual courts Drafts of opinions to be discussed are circulated each week several days before class meetings.

Requirements and Grading: Each student is required to write at least three substantial opinions and at least one additional brief opinion. Grades are based on the opinions and the students' class participation, especially in the conference sessions.

Reading List: Students read all the documents submitted to the Supreme Court for each case. They also are expected to read related material when necessary.

passe," says Christopher Feeny. "But he really leaves it up to us to work through the issues and that is of the real case. what we learn from most in this

"Mr. Sager is there to provoke a case about the constitutionality standing up and saying something thought, prod us to think things of allowing religious prayer at a or asking them if they needed an through, or help us get over an impublic-school graduation ceremohelp."

ny, traveled to Washington to is) ten to the Supreme Court's hearing

"It was incredible that so man of the issues we discussed in or Anand Agneshwar, who wrote conference came up in the justice! an opinion for his student court on questions." he says. "I felt lib

U.S. Says Fall Enrollments Rose 3.2%, Topping 14 Million

which had private-college enrollment increases of 4.5, 9, and 36 per tional concurring and dissenting cent. respectively. College officials in Arizona attributed the large inof Phoenix, a proprietary institution that had expanded its adultgrees in business and nursing.

College administrators said that while freshman enrollment was down at many four-year institutions because of large tuition increases and a declining number of high-school graduates, overall enrollment was up because of an influx of adult students who were waiting out the recession in college classrooms.

The ACE survey found that the number of students attending junior and community colleges had increased in 13 of the states surveyed. Most of the increases averaged less than 5 per cent, but Minnesota, New Jersey, Missouri, and Maryland all reported gains of more than 5 per cent, while Louisiana reported a rise of 21 per

Bigger Pool of Students

Carol Coltharp, assistant commissioner for public relations at the Louisiana Board of Regents, attributed the large increase to a bigger pool of college-age and older ter recruitment ef forts, and the poor state of Louisiana's economy.

Of the three states in the ACE survey that saw declines in total enoliment. Connecticut reported a 1.7-per-cent drop in four-year enrollment and a 3-per-cent-drop in two-year enrollment. Minnesota saw a 3.7-per-cent drop in fouryear enrollment and New York re-

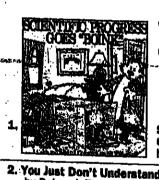
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ported a 1.8-per-cent drop in four- 300, 555 New Jersey Avenue. year enrollment.

Copies of the 15-page Education Department report, "National Higher Education Statistics: Full crease to a jump at the University 1991," are available free of charge Council on Education, One Defrom the Office of Educational Research and Improvement, Educalearning programs and added de- tion Information Branch, Room

N.W., Washington 20208-564. (800) 424-1616.

Copies of the ACE report ar available free from the America pont Circle, Washington 20036 (202) 939-9365. ---susan DODGI AND JEAN EVANGELAUF



What They're Reading on College Campuses

	. •
3. Unnatural Selections, by Gary Larson	10
4. The Plains of Passage, by Jean M. Auel	6
5. Needful Things, by Stephen King	
6. The Seven Habits of Highly Effective People, by Stephen R. Covey	7

7. Possession, by A. S. Byatt 8. Scarlett, by Alexandra Ripley 9. Four Past Midnight, by Stephen King 10. The Education of Little Tree,

The Chronicle's list of beat-selling tooks was compiled from information supplied by slores serving the following campuses: American U., Baylor U., Bucknell U., Carletton College, Gernegie Mellon U., Case Western Reserve U., Central Michigas U., Dartmouth College, Denison U., Ideno State U., New State U., Henri State U., Lawrence U., Lehigh U., Mankoto State U., Montana State U., New York U., North Dekota State U., Pennsylvania State U., Portland State U., Pennsylvania State U., Portland State U., San

U.. Stenford U., State U. of New York of Buffalo, Tutane U., U. of California at Se Diego, U. of Hawali, U. of Illinois is Urbana-Champaign, U. of Illinois is Urbana-Champaign, U. of Illinois U. of Missouri at Columbia, U. Nebraska at Lincoln, U. of New Orlean U. of Notre Diame, U. of Puget Bound, I. of Southern California, U. of The Diame, U. of Southern California, U. of Wisconsin at Milwaukee, Washington I. (Mo.), and Wichita State U.

coaches of the country's big-time football programs has been cut in half: from two to one. At the start of the 1991 season, two of the 105 Division I-A football teams were headed by black men: Northwestern University, coached by Francis Peay, and Stanford University, led by Dennis Green. Mr. Peay was one of 11 Division I-A coaches who have either left or lost their jobs thus far in the annual postsesson purge. None of the successors chosen so far is black. a circumstance that means the percentage of black head coachesin a sport in which almost 40 per cent

The number of black head

An eye-popping financial offer by the Blockbuster Bowl to two conferences has threatened a carefully orchestrated effort to create an alliance between the top football bowl games and the

of the players are black-sinks even

lower. Nine of the 11 vacant head-

coaching positions had been filled

as of late last week.

country's big-time football powers. Representatives of four bowl games, six conferences, and the University of Notre Dame reached tentative agreement last full on an arrangement that would make it much more likely that a consensus national football champion would be crowned each year.

Final agreement on the deal has been held up partially by attempts to find some way to involve the runners-up in the four leagues.

It has also been complicated by an offer by the Blockbuster Bowl. which was left out of the bowl alliance, to pay \$4.3-million a team to the champions of the Atlantic Coast and Big East Conferences if they would meet in lhe Blockbuster.

The presidents of the Ivy League colleges have voted to let freshmen play varsity football and also agreed to allow varsity football teams to conduct

The decision to let freshmen play, and to drop freshman football beginning in 1993, was first announced in June. Although the lvies have allowed freshmen to play all other varsity sports except crew since 1973, the decision to let them play football was seen by some critics as a retreat from hallowed

practice in the spring.

The Council of Ivy Group Presidents cited financial and nissions reasons for the change. The cost of operating separate freshman teams had grown rapidly. And the smaller ivies, such as and Columbia Universities, wanted to cut the number of admission slots set aside for football players in each class, to allow them to admit more

The lvy colleges have agreed to cut the number of admission slots in each class to 35 from 50; to begin a 12-day spring practice beginning next April; and to allow freshmen to play varsity football in 1993.

Athletics

New President Hired as More Allegations Surface at Auburn

Trustees end their formal control of sports-program appointments

By DOUGLAS LEDERMAN As damaging new revelations were aired about possible wrongdoing in Auburn University's football program, the institution's trustees hired a new president and vowed to give him more control over the sports program.

Moments before the Board of Trustees voted unanimously to offer Auburn's top post to William V. Muse, president of the University of Akron, they agreed to reverse a 1989 policy that formally gave the board final say over the hiring of the university's athletics director and its football, men's basketball, and baseball coaches.

Complaints From Faculty Members

The 1989 policy had been controversial because some faculty members and other critics believed that Auburn would have difficulty attracting a top-notch new president if he or she was not given full authority over athletics (The Chronicle, November 20). They also complained that the policy was a particularly egregious example of the board's persistent interference in the day-to-day administration of Auburn.

Mr. Muse said the change was necessary to put Auburn in line with calls for reform in college sports, including the recommendations of the Knight Commission on Intercollegiate Athletics.

"I think the recommendations of the commission very clearly advocate and assert that the president should have full responsibility and authority over athletics as he should for all other operations of the university," said Mr. Muse. "I am pleased that was an issue that was addressed by the board here today."

Mr. Muse, who will succeed President James E. Martin in March, was immediately forced to contend with the athletics problems at Auburn, after the CBS television program "60 Minutes" aired tape recordings suggesting that Pat Dye, the football coach and athletics director, had helped a football player get a loan from a bank owned by an Auburn trustee.

On the recordings, the former player Eric Ramsey, also is heard telling Mr. Dye Continued on Following Page





Pat Dye, the football coach and athletics director: A former player is heard telling Mr. Dye on the tapes that he had received financial help from an assistant coach.



Eric Ramsey: The former player told "60 Minutes" that Mr. Dye had told him to see a loan officer at Colonial Bank, which is owned by a powerful Auburn trustee.

Easy Passage Expected for Proposals to Raise NCAA's Academic Standards

Unless an emotional wave of opposition emerges at the last minute, proposals to raise academic standards for athletes appear to be headed for relatively easy passage at the National College sociation's 86th annual convention this

Some groups already have opposed the academic package proposed by the NCAA's presidents' commission. The Big East Conference continues to object to the NCAA's continued use of standardized-test scores as an absolute cut-off de-

Georgetown University's athletics director, Frank Rienzo, has been waging a

one-man campaign to get the presidents' panel to admit that it bowed to political concerns when it proposed the continued use of the test scores as an absolute cut-off for eligibility. He also complains that the presidents are stifling debate by pressuring the Big East to withdraw from the convention's agenda a resolution that would require sponsors of all future academic legislation to provide the research data upon which the legislation is based.

Presidents Lobby Aggressively

The National Association of Academic Advisors for Athletes, meanwhile, has announced its opposition to several of the

academic proposals, contending that they move too far too fast.

As it did last year, the presidents' commission has lobbied aggressively for its proposals, with its own members and two consultants pressing college presidents to attend the meeting and back the commission's proposals.

Officials of a number of leading highereducation groups have weighed in with their support, urging college presidents to vote for the presidents' package. The American Association of Collegiate Registrars and Admissions Officers, American College Testing, the College Board, and

Continued on Following Page



Continued From Preceding Page the National Association of College Admission Counselors issued a joint statement calling on presidents to back the reform measures.

"We support and endorse the 1992 NCAA convention proposals sponsored by the NCAA presidents' commission that seek to strengthen academic standards and implement the recommendations of the Knight Commission, particularly as they relate to the admission and retention of student athletes," said the statement from the four groups.

The leaders of the presidents' commission are cautiously optimistic that their proposals—which would raise the minimum requirements for athletes to become eligible as freshmen and remain eligible in subsequent years-will win passage. Some of them admit to being surprised that so little opposition has been expressed publicly, and a few fear they could be surprised on the convention floor.

But survey results released by the NCAA suggested that the academic proposals were headed for victory. All of the panel's proposals were favored by at least 60 per cent of Division I chiefs surveyed.

Change From Earlier Debates

The relative lack of opposition is a marked change from the last two >times the NCAA's Division I members made major changes in academic standards. When they established Proposition 48 in 1983, and when they amended it in 1989, opposition was strong.

During the 1983 debate over Proposition 48, which set minimum grade-point average and standardized-test score requirements for freshman eligibility, black-college presidents complained that the use of the test scores would discriminate against black athletes and sweep them out of Division I. As a compromise, the NCAA's members agreed to phase in the requirements slowly. Proposition 48 requires athletes to achieve a 2.0 grade-point average in 11 highschool core courses and to score at least 700 on the Scholastic Aptitude Test, or 17 on American College Testing's standardized test, to be eligible to play as freshmen.

In 1989, after the membership adopted Proposition 42, which barred colleges from giving any financial aid to athletes who failed to qualify under Proposition 48, John Thompson, Georgetown's men's basketball coach, protested by marching off the floor before a game. At the next year's convention, the rule was altered to allow "non-qualifiers" to receive aid that was unrelated to athletic skill.

In shaping their proposals this recommend any increase in the test-score requirements, steering clear of that controversial subject. Instead, the presidents proposed

that athletes be required to achieve a 2.5 in 13 core courses to be eligible. They also proposed an index-"ing system that would allow athletes to be eligible with a GPA as low as 2.0 if it was accompanied by

an SAT score of 900 or higher. In framing their proposals that way, the presidents limited dissent by putting critics in the difficult position of appearing to oppose higher

Fear of Seeming to Retreat

Mr. Rienzo of Georgetown has taken a different tack. He says the presidents have ignored the NCAA research on which the new proposals were supposed to have been based. Based on a five-year study on the effects of Proposition 48, the NCAA's academic-requirements committee recommended that the presidents drop the SAT requirement of 700, saying that the floor sidelined too many athletes who had the potential to graduate.

But the presidents' commission voted to keep the minimum, citing concern that dropping the 700 floor would be seen as a retreat from tougher academic standards.

Mr. Rienzo contends that the presidents chose political expediency over academic effectiveness. By pressuring the Big East to

drop its resolution about backing up academic proposals with research, he says, the presidents are trying to stifle debate

"Why are they trying to silence a resolution that says, Use the data?" he asked. "Why don't they want me to ask this question?"

The NCAA's parliamentarian is expected to rule the resolution out

says nothing in response. Since October, Mr. Ramsey has been providing newspaper reporters with selected segments of his secretly recorded tapes, which suggest that assistant coaches and boosters gave Mr. Ramsey improper payments. The athlete withheld recordings that he said would implicate Mr. Dye directly in the payments. The "60 Minutes" program represented the first public airing president should have full of the tapes involving Mr. Dye.

Continued From Preceding Page

that he had received financial help

from an assistant coach. Mr. Dye

After the show, Mr. Dye's lawyer and members of the Auburn board said they did not believe the tapes had implicated the coach. "I saw nothing terribly incriminat- Larry Blakeney, for help in getting ing," said Jack Venable, an Auburn trustee. Mr. Dye's lawyer, Sam Franklin, called the tapes a "lot to do about nothing."

Mr. Muse said the tape "sounded pretty inconclusive to me." "I think we have to simply allow

the investigation to be complet-'Institutional Control'

While the tapes may not have provided the kind of "smoking gun" that many observers at Auburn were anticipating (or fearing), they may be enough to implicate

of order. —DOUGLAS LEDERMAN Mr. Dye under the NCAA's theory much do you need?'

Auburn Gives New President More Say in Athletics Hiring Mr. Ramsey: "About seve

> behavior of all its representa-On the tapes, Mr. Ramsey is football practice this afternoon heard asking an assistant coach,

The recommendations of

the commission "very responsibility and

authority over athletics."

a loan, according to "60 Minutes." Mr. Ramsey: "Do you know anybody at a bank that maybe I could get a loan?"

Mr. Blakeney: "Have you been to see Coach Dye?" Mr. Ramsey: "I mean, I've been trying to talk to him, but I can't get

Mr. Blakeney: "He'il talk to you. The main thing is . . . try to keep it as quiet. . . . Don't talk to anybody else about it." Later, a conversation with Mr.

Dye went like this: Mr. Dye: "How much . . . How

of "institutional control," which holds administrators and sports five hundred. I don't think he regret it."

officials responsible for the mis-Mr. Dye: "Let me see what what I can do and I'll see yo

Bank Owned by Trustee

Mr. Ramsey told a "60 Mine correspondent that Mr. Dyel come to him at practice and is him to go see a loan officer at Co nial Bank, which is owned by Rd ert Lowder, a powerful Aub trustee. Mr. Dye is a consultant the bank and serves on the board its holding company. The com sation at practice was not reco

Records obtained by CBS sh that Mr. Ramsey then obtained \$9,000 loan, even though he ! been turned down for a company loan three times before.

In another taped conversation Mr. Ramsey is heard telling if Dye about financial help he getting from an assistant coal Frank Young.

"Coach, I am doing, you koo lot better with that probl I had financially," Mr. Rame says. "Coach Young helped out and all that stuff. We ... & problems with, you know, find cial stuff."

Mr. Dye is not heard saying m thing in response.

ATHLETICS NOTES

- Tarkanian sues NCAA, charging its actions drove him from coaching
- NCAA and Montana athlete settle his sult over its drug-testing program
- Results differ after 3 basketball stars challenge ineligibility rulings

Jerry Tarkanian has filed a counterclaim against the National Collegiate Athletic Association, charging that it en- gram in state court. gaged in "fraudulent, malicious, and oppressive" conduct to drive him from coaching.

Named as defendants in the director for enforcement; and Robert Stoup, who helped inves- had used anabolic steroids. tigate UNLV.

The legal action by Mr. Tarthe University of Nevada at Las quired the NCAA to join the suit as tana for letting him play." ued its effort to overturn a Neva- him to defend its program. da law that restricts the association's ability to investigate rules, after three days of testimony violations at universities in the from NCAA officials and witnessstate. In addition to Nevada Gov. es for Mr. Premock, Judge Har-Bob Miller, Mr. Tarkanian and kin said the NCAA's application of three other UNLV sports officials are also defendants in the NCAA's the case had been "replete with lawsuit, which is scheduled to go to trial next month.

dered the University of Nevada lihood" that Mr. Premock would the NCAA or with the state and Mr. Tarkanian. But last month the university's Board of Regents voted 6 to 3 to ask to join the case as an "impartial intervener."

The NCAA has reached a financial settlement with a Uni-

versity of Montana football NCAA had settled the case to take the case to a federal appear sociation's drug-testing pro-

sociation agreed to settle after the judge in the case ruled that the suit are the NCAA; Walter Byers, association had violated its own ed," he said. "The NCAA ac-David Berst, assistant executive last February that Steve Pre-

Mr. Premock sued the univera defendant and to appear before

In an initial ruling in October its year-round testing program in error, confusion, and disregard" for its own policies. The judge

ultimately prevail in his lawsuit. "I guess the bottom line is that rather than drag on in a long court battle, we agreed that we'd pay the kid's legal fees and everything would be finished," said Jim Marchiony, the NCAA's communications director.

Brad Luck, a lawyer for Mr.

player who challenged the as- avoid a negative ruling that might affect other drug-testing cases in the future. "If they had appealed The settlement is believed to be it or stayed in it further," said the first in NCAA history. The as- Mr. Luck, "they would have just gotten in deeper.

drug-testing procedures in finding knowledged there was no evidence that Steve Premock took mock, a Montana football player, any inappropriate substances, it acknowledged the procedures are deficient, and they promised to sity for declaring him ineligible, refrain from any retribution kanian, men's basketball coach at and Judge Douglas Harkin re- against the University of Mon-

> Three star basketball players have challenged rulings that took away their eligibility, with very different results:

■ An NCAA panel took the rare step of reversing an earlier ruling that had revoked the eligibility of a Syracuse University player, Mr. McRae had told investigators Conrad McRae. The switch let about the possible violations The judge in that suit had or- said there was a "substantial like- Mr. McRae return to the court.

A rederal-court judge refused to grant an injunction that would have restored the eligibility of University of Texas at Austin, keeping him on the sidelines. Mr. Cambridge, who acknowledged having received \$7,000 from a booster at Lon Morris Junior College, where he played before Premock, said he believed the transferring to Texas, planned to

■ A federal judge ordered the University of Missouri at Colum bin to reinstate Jamal Coleman, who had been suspended for a semester because of his role in a refund scam at the Missouri bookstore. He immediately re turned to the basketball team.

The Syracuse case was the most striking of the three, because reversals like the one made by the eligibility panel are rare. The committee revoked Mr. McRae's eligibility after Syracuse reported that an internal review had found that Mr. McRae had been improperly recruited from high school by a "street agent" allegedly working on Syracuse's behalf. Mr. McRae had filed a lawsuit challenging the

panel's ruling. The committee reversed lise after NCAA officials noted that when he was still in high school The panel said Mr. McRae c reasonably have assumed that it the NCAA was to punish him at all Dexter Cambridge, a player at the it would have done so before he enrolled at Syracuse.

Although the eligibility pad said it continued to believe that violations had been committed, it said that Syracuse, not M McRae, should pay the price. -DOUGLAS LEDERMAN

Dispatch

The dissolution of the Soviet Union has meant the loss of scholarship support for thousands of foreign students from developing countries.

Even before its ultimate undoing, the Soviet Union-once a meeca for students from the third world-had virtually abandoned its policy of sponsoring students sent to its universities by "ideologically close" regimes. Soon after lust year's failed coup, individual republics began refusing to honor scholarship nitments made by the Soviet Foreign Ministry.

Newspapers in Moscow have reported the stories of many foreign students who said they were being forced to leave because they had lost their grants, most of which came from the Foreign Ministry. Many higher-education institutions in Moscow are now charging foreign

students hard-currency tuition. "We've had so many economic problems, we must now ask for money," said Sergei Ivanovich. deputy head of international relations at Moscow's Pushkin Institute. He said the institute now was charging foreign students \$435 a month, and would not accept

Many students from India have had to drop out of their academic programs and return home. Bihar Geedika Sharan, a graduate student at Moscow State University, was able to start her doctoral work in Russian literature only because an independent source gave her a scholarship. She said the majority of foreign students at Moscow State now had to pay cash. A teacher at Moscow's Patrice Lumumba University, which specialized in training public servants for developing countries, said he had only 125 students in his

Cuba and Vietnam are among the countries hurt most by the change. Miguel Gonzales, a press aide at the Cuban Embassy in Moscow, said his country had cut by half the number of students it sent to Russia and other republics of the former Soviet Union, from 4,200 last academic year to 2,200 now. Chan Van Khung, head of the education section at Vietnam's embassy, said Vietnamese students in Moscow numbered 300, down from 800 in

classes in 1991-92, compared with

600 a year carlier.

The new political realitles in ountries of the former Eastern bloc also changed the foreign student population in Moscow. Former Soviet allies Czechoslovakia and Bulgaria hud stopped student-exchange programs with the Soviet Union allogether. The Pushkin Institute carolled 150 students from the former East Germany two years ago, but none for 1991-92. Enno Barker, spokesman for the German Embassy in Moscow, said German students in the former Soviet Union had declined by 700 last fall.

International

Russia Creates New Academy of Sciences as a Crisis Looms

Continued From Page A1 written and telephoned him in recent weeks to express their concerns about the deterioration of institutes in theoretical

physics, mathematics, astronomy, biology, and material sciences-fields in which the Soviet Union had long been recognized as a world leader.

"Lots of U.S. scientists are concerned about the degradation of Russian research institutes," he said. "They're asking, How and what do we do about it? The issue is on everybody's mind."

Crowded Labs and Low Salaries

Kenneth Klabunde, a chemistry professor at Kansas State University who attended a scientific conference at Moscow State University last month, said researchers there were faced with crowded laboratories, outdated equipment, crumbling facilities in which little is repaired or thrown away, and extremely low salaries.

Mr. Klabunde noted that his Russian colleague, a dean at the university, is paid only 1,000 rubles a month, or about \$10 at current exchange rates, and that the lack of hard currency had forced researchers to begin eliminating all foreign-journal subscriptions-their main source of information about scientific research in other countries.

"The infrastructure is crumbling, it's slowly degrading," he said, "And here you're talking about the best university in the Soviet Union."

Mr. Klabunde said the financial crisis was certain to get worse. At research centers like Moscow State's Institute for Chemical Physics, which he visited, deep spending cuts for the military and space exploration were eliminating the main sources of support.

"Many people who were lured into science now find themselves without work and without funding," he said.

Russian President Boris Yeltsin has

Autonomous U. of Mexico Plans to Increase Its Tuition for the First Time in 43 Years

By RHONA STATLAND

MEXICO CITY The National Autonomous University of Mexico is planning to take a radical step to finance long-needed improvements aimed at raising the quality of its programs and facilities. For the first time in 43 years. the public institution will increase its tu-

Mexico's president, Carlos Salinas de Gortari, has made a public pledge to increase the government's support for education. But Salvador Malo Alvarez, the secretary general of the institution-generally called by its initials, UNAM-said the university could not wait until the government modified its economic policies toward the public higher-education system and therefore would ruise tuition.

In the past such proposals have triggered riots in Mexico, but so far the reaction to the new plan has been muted. The exact

amount of the increase has yet to be declared by university officials.

tried to stem fears over the shortfall, assur-

ing leaders of the Russian Academy of Sci-

ences in a recent speech that support for

basic research would remain the same this

year as in 1991. But with rampant inflation,

many Russian scientists are unclear what

that promise means. "If he means 1991

Tuition at UNAM has not been raised since 1948, when it was set at 250 pesos a year. While at that time the amount was a substantial one, years of inflation and devaluation have turned 250 pesos into the equivalent today of six United States

wcase in 1950's and 60's

In the 1950's and 60's, UNAM was a showcase for public higher education in Mexico, graduating well-trained professionals in many fields. Modern buildings sporting murals by some of Mexico's most renowned artists made the campus an architectural treasure as well as an academic and cultural center.

But student unrest during the late 1960's, fueled by demands for increased Continued on Following Page

Frank Press, president of the National Academy of Sciences: "Lots of U.S. scientists are concerned about the degradation of Russian research institutes." rubles, that's a 50-per-cent reduction," said Harley Balzer, director of the Russian Area Studies program at Georgetown University. Mr. Balzer added that similar statements by President Yeltsin to education, law-enforcement, and other leaders called his promise to scientists into question. "He's made too many promises to too many people," said Mr. Balzer.

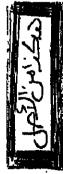
Jurisdictional Disputes Avoided

Because science in the former Soviet Union was centralized, with most of the country's research institutes concentrated in Moscow, about 90 per cent of what was managed by the Soviet Academy of Sciences was transferred to the Russian Academy of Sciences. That avoided any poten- ..-. tially damaging jurisdictional disputes with other republics.

The academy's president, Yuri Osipov, a widely respected applied mathematician. made his top priority the establishment of an agency modeled after the National Science Foundation, which would tilt support to the best research proposals, replacing a system dominated by politics rather than

But experts on Russian science say such reforms may be thwarted by the large number of members from the Soviet science academy who, ironically, constitute a majority in the new academy.

Loren R. Graham, a professor of the his-Continued on Following Page



Continued From Preceding Page vory of science at the Massachusetts Institute of Technology, said the Soviet Academy of Sciences had long been criticized by the young, liberal scientists who established the Russian academy of being "monopolistic, autocratic, subservient to political authority, and controlled by older scientists who were over the hill."

'Watered Down' Suggestions

While all of those charges were true, he said, the Soviet academy also comprised the scientific elite in Moscow. Since many of the members of the new Russian academv. which President Yeltsin favored, were scientists from the provinces, Mr. Graham said, an agreement was reached to merge the full membership of the Soviet açademy—consisting of 250 scientists-with the 150 members of the new academy.

In meetings in Moscow at which the direction of the new academy was formulated, many of the suggestions of the reformers—such as allowing research institutes to be managed by institute directors,

"The academy is in crisis.

Maybe it will make

it for the moment

on the promises

Yeltsin is making.

But it is in trouble."

rather than by the political leaders of the academy-were abandoned.

Mr. Graham said what emerged at the meetings, which he attended last month, was the acceptance of "watered down" suggestions of "mild reformers" who argued for some representation by research administrators in the governance of their institutes.

"All the younger scientists with whom I talked were disillusioned by the results of the two weeks of discussions," he said. "At each stage of the process, they told me, the more reformist suggestions were eliminated. Many of the younger scientists maintain that as an adviser to former Soviet Presthe new Russian Academy of Sci-ident Mikhail S. Gorbachev, said

By GEOFFREY MASLEN

versity has been forced by its

Japanese creditors to make se-

vere cuts in spending and to fire

Bond Corporation and a Japa-

was owned by the two compa-

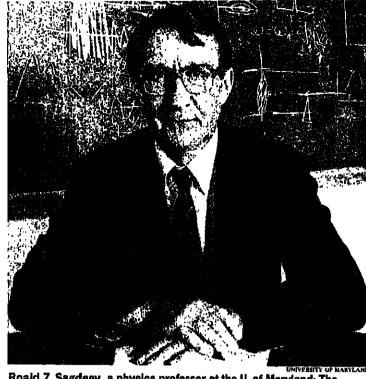
The Bond Corporation col-

lapsed in 1989, and since then jobs.

MELBOURNE

value of hundreds of acres of that the university become self-

land adjacent to the campus that sufficient by 1994.



Roald Z. Sagdeev, a physics professor at the U. of Maryland: The brain drain "is inevitable. Science is in big trouble now."

with a different name."

The academy is in crisis," said Mr. Graham. "Maybe it will make it for the moment on the promises evitable. Science is in big trouble Yeltsin is making. But it is in trou-

The disputes within the academy over how research should be governed may appear trivial later this year if the severe shortages in research support lead to a massive emigration of Russian scientists to

Western countries. "The brain drain is going to get worse," predicted Mr. Balzer of Georgetown. He noted that the threat might be reduced somewhat if the Russian economy showed signs of a revival within 18 months. But he added: "If things become horrendous, then you're going to see scientists coming over here by the tens of thousands and driving

Brain Drain 'Inevitable'

Roald Z. Sagdeev, a physics professor at the University of Maryland who directed the Soviet Institute of Space Research and served

Japanese Creditors Force Australian University to Make Cuts

EIE has been forced to meet

Australia's first private uniing costs, which reportedly are the university's planners were

running about \$230,000 a week.

Massive Amount of Debt

three years ago by Australia's by its creditors to cut spending. not have been what the univer-

nese conglomerate, EIE Interna- \$15-million annual allocation to Lader, an American business

tional, primarily to increase the Bond by half, and is insisting executive, expected when he

Bond University, on the rying a massive amount of debt, dents are enrolled.

most of the university's operat-

Now ere also has suffered se- to increase from 500 in 1988 to

rious financial difficulties. Car- 5000 by 1992, but only 1,250 stu-

The conglomerate is cutting its sity's vice-chancellor, Philip

Last month the university let backs at Bond as part of an ad-

go 75 staff members. Many fac-ministrative, restructuring that

ulty members are seeking other would result in an emphasis on

ences will be the same as the old he believed Mr. Yeltsin should en-Soviet Academy of Sciences, only courage scientists to leave until the government is able adequately to

support them again. The brain drain, he said, "is in-

absence could deprive the Russian government of a key resource in its attempts to revive the economy through technology.

Looking to U.S. Foundations

"The signal that this is a disaster area and that you should leave is not what I think the government wants to tell people," said Mr. Balzer, who believes Western institutions should offer Russian scientists temporary appointments so they would be encouraged to re-

Mr. Graham said efforts should also be directed at preserving the best aspects of basic science and culture within Russia. He said U.S. foundations, which would be able to provide support for Russian scholars with "less red tape and political controversy" than Congress, could offer the most help in that respect.

"We cannot afford to support all of Soviet science and culture," he said, "so we must pick a few areas-theoretical physics, mathematics, music, and ballet-whose demise would be a terrible loss for

Long-Term Strategy Sought

Mr. Graham said foundations could act immediately by paying Other scientists warn that many for foreign-journal subscriptions of the Russian researchers who that are now being canceled in Rus-

sia and for the travel of Russ scholars to Western scient meetings. "It will help keep the alive intellectually," he said

A strategy for the longer term. said, might be the establishmen a committee capable of impania reviewing proposals to U.S. for

"We must pick a few areas--theoretical

physics, mathematics

music, and ballet-

whose demise would be a terrible loss."

dations from Russian scientists: artists who want to remain in the country and need support. N Graham said U.S. officials shoe also negotiate with Russian of cials to end the heavy taxation d foreign financing and equipme entering Russia, since its continu tion would limit the inflow of asset tance.

Other scholars believe increaing the number of American-Re sian scholarly exchanges wed also help.

"If anything, this kind of coope ative environment makes for: richer alternative that would be to counteract the brain drain," si Gerson S. Sher, senior progra manager for Eastern Europeath National Science Foundation.

Mexican University Plans First Tuition Increase in 43 Years

sufficient to provide a decent stan-

dard of living in this capital. A full

"The tuition increase will

this time around because

probably be accepted

the whole political

atmosphere of the

country has changed."

Continued From Preceding Page which currently average about access to the university, prompted \$400 a month, a sum said to be in-UNAM to lower its academic standards to allow more high-school graduates to attend than had in the past. By the 1980's, UNAM was coping with the problems caused by an enrollment that was constantly growing—an estimated 350,000 part-time and full-time students are now enrolled-while the value of the peso was steadily declining Compounding the problems was a decade of economic crisis in Mexico. The campus's buildings, laboratories, and equipment deteriorated for lack of govern-

ment funds. Most educators welcome the helping to increase faculty salaries, month

Faculty members say that ini-

wildly optimistic. Michael Shar-

key, a lecturer in history, said

enrollments had been projected

The current situation could

accepted the post last June. Mr.

Lader has described the cut-

quality over quantity.

professor with a doctorate and 20 years of teaching experience can proposed tuition hike as a means of expect to earn only about \$630 a

> "There is no doubt that a tuition hike is necessary," says Patricia Cánovas, head of the English department at the Center for the Teaching of Foreign Languages at UNAM. "The way that they go about doing it will make the differ-

Since the 1960's, students attending the university have gone on strike each time UNAM made any attempt to raise tuition. They address in the fall: "We shall conargued that any increase in the cost mit increasing budget resources. masses from higher education.

Major Protests in 1988

In 1988, when the former rector creased government subsidies plus of UNAM, Jorge Carpizo, tried to higher tuition will allow the university raise tuition, students staged major sity to attack its problems as we protests, which in a few instances as undertake major improvement became riots. In contrast, only a including revising the curriculus small number of protest posters upgrading academic standards, and have appeared and just a few demonstrations have occurred since tices.

Mr. Malo announced the plan increase tuition.

"The tuition increase will proby bly be accepted this time aroun. because the whole political atmos phere of the country has changed. says Enrique Daltabuit, comin for of academic computer service;

Since President Salinas took fice three years ago, a feeling of well-being, if not outright prosper ty, has developed in Mexico. T prospect of the country's signing! free-trade agreement with the United States has made it imperat tive that the university system strive for academic excellence order to become competitive will its neighbor to the north. Marxis rhetoric--once the vernacular a university campuses here-hi fallen into disrepute.

'Achieving Excellence'

In addition, there is wide public recognition that the modernizate of the universities is crucial & Mexico's future economic well-by

President Salinas underscon the point in his state-of-the-nation real terms, to the eou would effectively exclude the and channel a greater share into achieving excellence in education," he said.

Officials at UNAM say that

Name Dropping

THE QUESTION IS FAST BECOMING, Which university has not offered Mikhall Gorbachev a job? So far, Jimmy Carter has invited the former Soviet president to study and lecture at Emory University (home of the Carter Center) and Boston, Brown, George Mason, Harvard. Johns Hopkins, and Stanford Universities and the Universities of Minnesota, Texas at Arlington, and Wisconsin at Madison have all reportedly made him offers. And, in Missouri, Westminster College, site of the

1946 speech in which **Winston Churchill** spoke of the "Iron Curtain" spreading across Europe, has invited Mr. Gorbachev to be the keynote speaker at a symposium about the end of the cold war.

The National Science Foundation moved quickly in December to squeich rumors that Walter E. Massey, its director, was a major contender for the presidency of Stanford University. A spokesman for the agency said that Mr. Massey had not been offered the presidency, that he was not negotiating with Stanford, and that he was not interested in the post. In addition, the spokesman said Mr. Massey would not have undertaken the major reorganization of the foundation that is now under way if he had had any intention of leaving soon for another job.

John Lombardi, president of the University of Florida, was the subject of rumors in his state that he was seeking the Stanford post. Not so, says Mr. Lombardi, who speculated that the talk had arisen because of his trips to California to visit his mother. Mr. Lombardi told The Gainesville Sun: "I refuse to not visit my mother because of the rumor mill." Mr. Lombardi, who took office in March 1990, said he hadn't been at Florida long enough, and added: "The goal of every university president should be to outlast the coach."

In Louisiana, Buddy Roemer confirmed that he would spend four or five months teaching at Harvard University, his alma mater (Name Dropping, December 11). Mr. Roemer, who lost his bid for re-election as the state's Governor, said he had been advised by Lamar Alexander, Secretary of Education and former Governor of Tennessee, and William Winter, former Governor of Mississippi, to "take some time for yourself."

Mr. Roemer said the Harvard post offered him "a chance to get away from politics for a short period of time. A chance to be with my son, who is a senior at Harvard. A chance to teach some of the best minds in America."

The trustees of the University of South Carolina, who had voted to give James B. Holderman the title "Distinguished President Emeritus" after he resigned in 1990 amid allegations of lavish spending, last month voted 19 to 1 to strip him of that title. The vote followed new allegations that Mr. Holderman had sexually harassed male students. Both the motion to bestow the title and the motion to remove it were introduced by Michael J. o, the trustees' chairman

Mr. Holderman had earlier given up his rights to tenure at the institution (The Chronicle, December 18).

The City Council of Norman, Okla., voted 5 to 3 to give its annual human-rights award to Anita Hill, professor of law at the University of Oklahoma, whose allegations that she had been sexually harassed by Clarence Thomas almost derailed his being confirmed for the Supreme

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

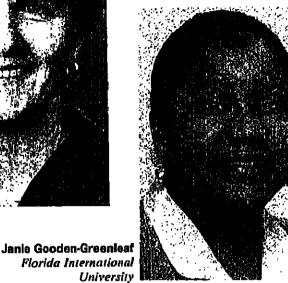


Sister Carol J. Vale Chestnut Hill



J. Charles Jennet Clemson University





Lisa Jernberg

Institute

Worcester Polytechnic

University

■ New college and university chief executives: Auburn University, William V. Muse; Berkeley College of Business (N.J.), Kevin L. Luing; Central Virginia Community College, Belle S. Wheelan; Chestnut Hill College, Sister Carol J. Vale; Curry College, Catherine W. Ingold; LDS Business College, Stephen K. Woodhouse; New York Theological Seminary. the Rev. M. William Howard, Jr.; San Francisco Conservatory of Music, Colin Murdoch; Saybrook Institute Graduate School and Research Center, J. Bruce Francis; Southwest State University (Minn.), Oliver J. Ford, III.

■ Other new chief executives: Association for Institutional Research, Terrence Russell: Balch Institute for Ethnic Studies, John Tenhula; Connecticut Board of Governors for Higher Education, Andrew G. De Rocco; National Committee on Planned Giving, Tanya Howe Johnson.

Appointments, Resignations

The Rev. Renald Anton, professor of man-agement at Loyola College in Maryland. to dean of the school of business and

management.

Ellen Arnold, director of annual giving a

Lebanon Valley College, to director of development.

Robert O. Bonow, deputy director of the cardiology branch at National Heart.

Lung, and Blood Institute of National Institutes of Health, to chief of the division of cardiology at Northwestern U. Medical School and Northwestern Memorial

Hospital.
Peter B. Brown, director of the university news service at Southern Illinois U. at Carbondale, has retired.
Evelyn S. Campbell, director of the student mediation center at Ohio State U., to dean of student services at Augustana College (Ill.).
Gerald R. Campbell, acting vice-chancellor of U. of Wisconsin-Extension, to vice-chancellor.

Joe M. Cennon, director of the capital-im-provaments program at U. of North Caro-lina at Charlotte, to associate vice-chanline at Charlotte, to assessed the cellor for facilities management.

Berbare Williams Cary, director of alumni affairs at West Virginia State College, to director of Upward Bound and special

Mel-Fang Chang, professor of neuroscience at Rutgers U. at Newark, to director of the campus's Institute of Animal BehavCaryn Church, project coordinator in the of-fice of business and finance at Scattle Pa-cific U., to director of personnel.

citic U., to arrector of personner.

In B. Geoperman, capital-campaign consultant in Philadelphia, to director of development and alumni/ae affairs for the school of dentistry at Temple U.

Patrick J. Coughiln, chief financial and business officer at State U. of New York College at Purchase, to vice-president for finance and administration at Polytechnic U.

Entered Crawford, manager of special

F. Eugene Crawford, manager of special schools and economic development at Chesterfield-Mariboro Technical College, to vice-president for college services at Florence-Darlington Technical

Carol M. Croeby, director of nursing for administrative and support services at U. of Alabama at Birmingham, to associate administrator of nursing services at State U.
of New York Health Science Center at

Syracuse.

Ed Davis, deputy chancellor for finance and administration at Texas A&M U. System, to executive deputy chancellor.

Anny DerBedrosian, director of publicat at Bradford College, to publications and public-relations specialist for the law school at Boston College.

school at Boston College.

Andrew G. De Rocco, former president of Denison U., to commissioner of higher education at Connecticut Board of Governors for Higher Education.

Robert G. Dietrich, director of special gifts at Worcester Polytechnic Institute, to di-

at worcester rotytechnic institute, to di-rector of the alumni fund.

Laurence Duffy, director of development and alumni programs at Belmont Hill (Mass.) School, to director of external re-lations for the law school at Boston Col-

the library system at U. of Southern Cali-fornia, to senior development officer at U. of Redlands.

Joseph P. Forragner, former director of alumni relations at Bentley College, to di-rector of student affairs at Keystone Jun-

John A. Forguson, development officer at Alma College, to executive director of the Ferris Foundation at Ferris State U. Niver J. Ford, Ill, vice-president for scademic affairs at Fitchburg State College, to president of Southwest State U. (Minn.). Bruce Francis, vice-president for academic affairs at Walden U., to president of

V. Scott Friedhoff, dean of admission at Al-bright College, to dean of admission for ment at Dade County (Fia.) Public Schools, to associate vice-president for human resources and director of person nel at Florida International U

Dayl Hollman, vice-provost for faculty af-fairs and student relations at Northenseern U., to executive vice-p Susan A. Henry, professor and head of bio-

logical sciences at Carnegie Mellon U., to dean of the college of science.

Log J. Hines, Ir., associate dean of University College of Roosevelt U., to dean of university outreach at National-Louis U.

, at Chicago. The Rev. M. William Howard, Jr., executive director of Africa-American Council of the Reformed Church in America, To president of New York Theological Semi-nary, effective in March. Continued on Following Page





Gazette

Continued From Preceding Page Catherine W. Ingold, president of American U. in Paris, to president of Curry College, effective in February.

Gregory A. Jackson, director of educational studies and special projects in the office of the dean for undergraduate educatio at Massachusetts Institute of Technol-ogy, to director of academic computing. J. Charles Jennett, dean of the college of engineering at Clemson U., to provos

and vice-president for academic affairs, las Jemberg, director of marketing at New England Savings Bank (Worcester, Mass.), to director of graduate management programs at Worcester Polytechnic

David Kayajan, former director of alumni relations at Drexel U., to director of alumni relations at State U. of New York College

Riaz M. Khan, executive assistant to the vice-president for external programs at Boston U., to associate vice-president for external programs. mes Klucher, former assistant superinten-

dent of elementary education at Mentor (Ohio) Public School System, to asso-ciate professor of education at Lake Eric

Garry T. Krakos, assistant professor of chictic at Palmer College of Chiropractic, to dean of clinics.

Maria Landolfi, member of the developmen staff at Seton Hall U., to director of de-velopment at Caldwell College.

J. Michael Lennon, executive director of the institute for Public Affairs at Sangamon State U., to vice-president for neademic affairs at Wilkes U.

Andrea Leskes, associate dean of human-ities, arts, and social sciences at Brandeis

U., to vice-provost for undergraduate ed-ucation at Northeastern U. James Lindgren, professor of law at Illinois Institute of Technology, to associate dean for faculty development. Arieno R. Lowenstein, director of gradu-

ate management programs at Worcester Polytechnic Institute, to director of con-

Kevin L. Luing, director of academic affairs at Berkeley College of Business (N.J.), to

David Maomillan, associate vice-president at U. of San Francisco, to vice-president

McKinley Martin, president of Coahoma Community College, has announced his retirement, effective June 30. Martin, campaign coordinator and director of special events at U. of the

Pacific, to development officer at U. Redlands. Jean McAulay, former director of marketing and public relations at Methodist Hospi-tal (Philadelphia), to director of public re-lations and marketing at Philadelphia Col-

lege of Textiles and Science. Jerrio L. Bascome McGHI, assistant superin tendent of Dayton (Ohio) Public Schools

affairs at Wright State U.

Emast C. MoNealay, vice-president for academic affoirs at Claffin College, to associate vice-provost for undergraduate studies and special programs at State U.
of New York at Stony Brook.

epresentative at Karisberger Companies Columbus, Ohlo), to associate director of the office of corporate and foundation relations at Ohio State U.

Manuel P. Montelso, director of personnel at Boston Public Schools, to executive director of personnel and affirmative ac-

Jamie Mowat, director of admissions at Faul Smith's College, to director of ad-missions and financial aid at U. of Pittsburgh at Titusville. Alcheel L. Mulvihill, director of admissions

and student aid at U. of Pittsburgh at Bradford, to dean of admissions at St.

Bonaventure U.
Colin Murdoch, dean of San Francisco Con-servatory of Music, to president.
William V. Muse, president of U. of Akron, to president of Auburn U.

Richard D. Nirenberg, director of public re-lations at Knox College, to director of college relations at William Paterson Col-

Barbara Nolan, professor of English and chairman of English and foreign languages at Spring Hill College, to associate vice-president for academic affairs. Joseph M. Norbeck, manager of the chemistry department at Ford Motor Company Charbara, Mich.), to professor of envi-Dearborn, Mich.), to professor of envionmental engineering and director of the Center for Environmental Research at U. of California at Riverside.

relations at Alaska Pacific U., to vice-president for development and public af-fairs at Chicago State U.

Howard B. Peimer, senior associate dean of

the graduate school and professor of onergy science at Ponnsylvania State U.

terson, interim dean of instruction at Labette Community College, to inter

im president.

Satelle P. Reanik, director of planning research at Cumberland County College
(N.J.), to associate dean at Franklin Col-

Judith Aldridge Riggs, director of development at Illinois State U., to director of development and associate vice-presi

Neal V. Robbins, president of State U. of New York College of Agriculture and Technology at Cobleskill, to professor of education at State U. of New York at Al-

Robin L. Rose, director of the outreach program in the office of psychological services at Brown U., to dean of student life.

Pamela Salazor, former director of public information and member relations at Hisiation of Colleges and Universities, to director of community and public relations at San Antonio College. Cotherine J. Sentz, former development officer at Mount Saint Mary's College, to director of development of Saint Mary's College, to

New York College at New Paltz. Carolyn Spatta, vice-president for adminis-tration and business affairs at California State U. at Hayward, has resigned. She will remain on the faculty as professor (with remain on the faculty as professor of geography and environmental studies. Walter E. Steere, Ir., business manager of Simmons College, has announced his re-tirement, effective June 30.

Carol M. Sundbarg, program director at MRC Industries Inc. (Kalamazoo, Mich.), to director of the Center for Developmental-ly Disabled Adults at Western Michigan

Anne B. Thomas, lawyer in Albuquerque, N.M., to director of equal-opportunity and affirmative-action programs at U. of

New Mexico. Rob Tucker, assistant director of public in-formation at Ohio Northern U., to asso-ciate director of public information and

relations at Radford U. Dorothy Umana, assistant dean and director of admissions in the school of law at Pace U., to admissions director at U. of Balti-

more.

Sister Carol J. Vale, assistant professor and chair of religious studies at Chestnut Hill College, to president, effective July 1.

Barbara J. Vitzthum, director of planned giving at United Way of the Midlands (Omaha), to associate director of planned giving at Pennsylvania State [1]

ing at Pennsylvania State U.

Diane W. Ware, division head in the department of pediatrics at U. of California a San Francisco, also to associate dean for women's affairs.

Unda Welmer, director of the office of university relations at U. of Wisconsin at Madison, to assistant vice-chancellor for public affairs at U. of California at Berkeley, effective March 1.

ley, effective March I.

Belle S. Wheelan, provost of the Portsmouth campus of Tidewater Community
College, to president of Central Virginia
Community College.

Stephen K. Woodhouse, former president of
Bagle Systems Corporation (Denver), to
president of Los Business College.

Rense Zerin, member of the continuing-education staff at Queens College of City U.
of New York, to director of alumni affairs.

IN THE ASSOCIATIONS

Eloiae E. Clark, vice-president for academic affairs at Bowling Green State U., has been named president-elect of American Association for the Advancement of Sci-

ohn F. Cudd, director of the office of adult credit programs and summer sessions at North Carolina State U., has been elected president of North American Association of Summer Sessions. Richard Funk, coordinator of Greek life at

Pennsylvania State U., has been named president-elect of Association of Frater-

nity Advisors.

Kolth Lehrer, professor of philosophy at U. of Arlzona, has been named chair of the board of officers of American Philosophical Association, effective July 1.

Lany W. Metzger, director of institutional research at Ithaca College, has been elected president of Northeast Association for Institutional Research.

Linda Rosenblatt, director of communications at United University Professions, to director of media relations and communications at New York State United Teachers.

to executive director of Association for to executive director of Association for Institutional Research.

Edward J. Shamahan, president of Choate Rosembry Hall School (Wallingford, Conn.), has assumed the presidency of New England Association of Schools and Colleges.

W. Ceell Steward, dean of the college of architecture and professor of architecture and planning at U. of Nebraska at Lincoln. has assumed the president

coin, has assumed the presidency of American Institute of Architects.

Howard G. Vosa, professor of physics and astronomy at Arizona State U., has been named resident that the control of ciation of Physics Teachers.

Tanya Howe Johnson, associate administra-tor at Breeden Company/Association Management Center (Chicago), to execu-tive director of National Committee on Planned Civing.

Robert M. Moore, consulting associate at John Grenzebach and Associates (Chicago), to director of account services a

Lipman Hearne Inc. (Chicago).

John Tenhula, administrator in the school of law at New York U., to president and chief executive officer of Balch Institute

Deaths

George Austen, Jr., 83, former professor of urology at Boston U., Case Western U. and Harvard U., December 10 in Lynch-burg, Va.

George S. Benson, 93, prosident emeritus of Harding College (now Harding Univer of Harding College (now Harding Univer-sity), December 15 in Searcy, Ark. George J. Beto, 75, professor emeritus o criminal justice at Sam Houston State U

criminal justice at Sam Houston State U., December 4 in Austin, Tex. Max Blackburn, 51, former director of con-tinuing education at Surry Community College, December 6 in Winston-Salem, . Max Bond, Sr., 89, founding president of

U. of Liberia and former dean of educa-tion at Atlanta U., December 15 in Wash-

leorge W. Boyd. 73, professor emeritus of English at Millsaps College, November 17 in Jackson, Miss. Willis R. Brower, 72, former dean of the college of pharmacy at U. of Arizona, De-

cember 15 in Tucson, Ariz. amos J. Brophy, 65, former vice-president for research at U. of Utah, December 14

n Salt Lake City. L. Wayne Carllale, 47. director of placement and career services at Wichita State U., December 17 in Wichita, Kan. Bradley Chapin, 67, professor emeritus of history at Ohio State U., December 1 in Languages.

history at Ohio State U., December 1 in Lancaster, Ohio.

Paul Q. Clark, 69, professor of political economy at Williams College, December 17 in North Adams, Mass.

Roy H. Copperud, 76, former professor of journalism at U. of Southern California, December 7 in Altadena, Cal.

Tom M. Cardell, 78, former coordinator of continuing education and former section.

Tom M. Cardell, 78, former coordinator of continuing education and former acting president at Abraham Baldwin Agricultural College, December 11 in Tifton, Ga. Howie Dallmar, 69, former basketball coach at Stanford U. and U. of Pennsylvania, December 18 in Menlo Park, Cal. Opal H. DeLanoey, 82, former professor of business law at Montgomery College (Md.), December 20 in Rockville, Md. René J. de Vogelaere, 65, professor of mathematics at U. of California at Berkeley, December 14 in Berkeley, Cal. Richard Dyer-Bonnet, 78, former professor of music at State U. of New York at Stony Brook, December 14 in Monterey, Mass.

James C. Fletcher, 72, former head of the National Aeronautics and Space Admin-istration and former president of U. of Utah, December 22 in Washington.

Elizabeth Dutaon Gee, 46, associate pro-fessor of educational policy and leader-ship, associate to the vice-president for university development, and senior re-search associate in the Center for Wom-en's Studies at Ohio State U., December

en's Studies at Ohio State U., December 17 in Columbus, Ohio.

Ralph E. Good, 54, professor of blology and director of the Division of Pinelands Research in the Institute of Marine and Coastal Sciences at Rutgers U. at Camden, December 10 in Haddonfield, N.J.

Lawrence R. Hackerd, 68, curator of the Jepson Herbarium at U. of California at Berkeley, November 26 in Berkeley, Cal.

Glaude Hill, 80, former professor of German at Rutgers U., December 10 in Princeton, N.J.

Daniel M. Holland, 71, former professor of finance at Massachusetts Institute of Technology, December 15 in Boston.

Henrietta Fleek Houghton, professor emeritus of home economics at New York U., November 22 in Lincoln, Neb.

Jack W. Humphries, 55, vice-president for academic of finine.

Jack W. Humphries, 55, vice-president for academic affairs at Sam Houston State U. and former president of Sul Ross State U., December 14 in Houston.

Jeanne Barker Janes, 69, former associate professor of art history at Monteopress.

professor of art history at Montgomery College (Md.), December 19 in Bethesda,

Md.
Louis Joughin, 85, former associate scoretary of American Association of University Professors. October 15 in Woodlands, Tex.

Josephat Bekunuru Kehayanda, 47, professor of Spanish and Portuguese and of

sor of Spanish and Portuguese and of black studies at Ohio State U., November 28 in Columbus, Ohio.

28 in Columbus, Ohio.
Chris Kazan, 52, former assistant professor of film at Columbia U., December 14 in Santa Monica, Cal.
Santa Monica, Cal.
John F. Kennedy, 57, professor of hydraulic and director emeritus of the Iowa Institute of Hydraulic Research at U. of lowa, December 13 in Iowa City.
Leonard K. Kise, 64, professor of educational psychology, counseling, and special education at Northern Illinois U., December 6 in DoKalb, Ill.
James T. Koppenhaver, 65, former associate director of research administration at Case Western Reserve U., December 10 in Winchester, Va.
Hervey Krieger, 75, former professor of

surgery at Case Western Reserve U., December 16 in Fort Myers, Fla. Solomon Kunia, 75, former professor o

journalism at City College of City U. of New York, December 11 in New York. Michael S. Lane, 45, associate professor of management at West Virginia U., December 13 in Morgantown, W.Va. Sister Mary Lawlor, 79, former professor of

history at Trinity College (Washington) December 22 in Stevenson, Md. Roy C. Maeridia, 72, professor emeritus e ternational cooperation at Brandeis U.

December 20 in Boston.

Slater Mary Rose Inabel, 96, former professor of history at Anna Maria College, December 23 in Mariborough, Muss.
Robert Matheson, 91, former president of
Paducah Junior College, December 15 in
Paducah, Ky.

of business ethics at Harvard U., December 22 in Boston.

James R. MoGoy, 81, dean emeritus of the college of business at Ohio State U., December 15 in Columbus, Ohio.

Mary-Jo Moriarty, 80, former professor of physical education at Bridgewater State College, December 9 in West Dennis, Mass.

Clara L. Myors, 80, former professor of social work at U. of Missouri at Columbia, November 24 in Columbia, Mo. Amold S. Nash, 85, professor emeritus of

religion at U. of North Carolina at Chapel Hill, November 25 near Saint Anne's on the Sea, England. Oscar A. Ornati, 69, professor of economics at New York U., December 15 in New York. Richard M. Protovin, 46, former associate

professor of arts at New York U., De-cember 6 in St. Petershurg, Fla. Richard Recknegel, 75, professor emeritus of physiology and hiophysics at Case Western Reserve U., December 2 in

Norman Rosenblatt, 63, former dean of the college of criminal justice at Northeast-ern U., December 15 in Framingham. Harold St. John, 99, professor emeritus of botany at U. of Hawaii, December 12 in

Arthur Golby Sprague, 96, professor emeri-tus of English literature at Bryn Mawr College, September 17 in Columbia, S.C. George Stambollan, 54, former professor of French at Wellesley College, Decem-ber 22 in New York

ber 22 in New York.
John H. Stewart, 87, professor emeritus of history at Case Western Reserve U., Oc-tober 31 in Naples, 17la.

Ernest A. Strathmann, 85, professor emeri-tus of English and former dean of the fac-ulty at Pomona College, December 17 in Claremon, Col.

Claremont, Cal.
George Tarjan, 79, professor emeritus of medicine at U. of California at I. os Ange-

medicine at U. of California at I.os Angeles, December 7 in Los Angeles.

Elinor Ulman, 81, adjunct professor emeritus of art therapy at George Washington U., December 11 in Washington, John H. Vandermark, 81, former controller at Boston U., December 11 in Gloucester, Mass dore Voorhees, X7, former ussistant

dean of the law school at Catholic 11. of America, December 14 in Washington. Henry E. Wenden, 75. professor emerius of seological sciences at Ohio State 11. De-cember 13 in Worthington, Ohio. William Q. Wiek, 64. professor emeritus of marine ecology and occupantings and

william Q. Wiek, 64. professor emeritus of marine ecology and ocean science and former director of the Oregon Sca Grant program at Oregon State U. December 15 in southern California.

Jean Kennedy Wotford, 72, professor of ethnic studies at California College of Arts and Crafts, November 30 in San Francisco.

Coming Events

symbol (=) marks Items that have not appeared in previous issues of The Chronicle.

JANUARY

8-11: College unions. "Building Services and Maintenance," seminar, Association of College Unions-International, University of Iowa, Iowa City. Contact: (812)

332-8017.

8-11: Higher education. "Recentering," annual meeting, Association of American Colleges, Ramada Renaissance Techworld Hotel, Washington. Contact: (202)

world Hotel, Washington. Contact: (202) 387-3760.
8-11: Mathematics. Joint winter meeting, American Mathematical Society and other aponsors, Baltimors. Contact: It. Daly, AMS, Box 6248, Providence, R.I.

USAU.

9-10: Immigration. "The Effect of Immigration Reform Upon Higher Education in the United States," conference, University of Houston, Houston, Contact: Michael Olivas, (713) 749-2557, fax (713) 749-2567. chael Olivas, (713) 749-2037, Iax (713) 749-2567.
8-11: Technology. "New Horizons in Technology," international conference on special education and technology, Council for Exceptional Children, Albuquer-

que, N.M. Contact: Cynthia M. Op. (302) 451-8695. 9-12: Minorities. "The Talented Tentr Beyond," meeting, National Black, dent Lendership Conference, Wisc

burg Hillon Hotel and Natio ence Center, Williamsburg, V

ence Center, Williamsburg, Va. Cox.
Carroll Hardy, (804) 221-2300.

9-13: Literature. "Literature and Fibnumual seminar and workshop, Kept.
Literary Seminar, Sugarlos Shore, Fi
Contuct: (305) 745-3640.

10-13: Faoilities. "Night and Weste,
Manuscers: Deep in the Hears of Ist
workshop, Association of College." workshop, Association of College ions-International, University of It

ions-International, University of the Arlington, Tex. Contact: Marsh & Arlington, Tex. Contact: Marsh & Francis Betzen. (812) 332-8017.

12: Humanities. Symposium on deig. Core cur ricula in the humanities. Ang. tion of American Colleges, Ramsh & maissance Techworld Hotel, Washings Contact: (202) 387-3760.

12-14: Teacher education. "The list of tury: a Futuristic Look at Recuired and Retention in Teacher Education in Teacher

lucky and other sponsors, Lexique's Ky. Contact: Ernest Middleton, the 257-3836.

1992 January 1982 S M T W T F 1 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

12-15: Taleco terests and Global Issues: the Chalac Telecommunications Council, Shea Waikiki Hotel, Honolulu, Contact (

941-3789. fax (808) 944-4874. 13-14: Business education, "Feda Funding for Business-School Resad and Curriculum Development," sailur American Assembly of College Schools of Business, Grand Hyan Wa ington at Washington Center Res igton. Contact: (314) 872-8481. 13-14: Cooperative education, "Proper Busics and Building Institutional Sy-port," workshop, National Commission Contact: Polly Seymour, (617) 2394 13-16: Fund raising. "C'haritable Gift Ro ning, Part I," seminar, National Parsi Giving Institute, Williamsburg Hossid H5 House, Williamsburg, Va. Contai

(901) 767-2130 or (800) 238-3253, fax(#) 761-4268. 13-16: Technology, Meeting, National Ct ference for Automotive Technolog Daytoma, Fla. Contact: Linda Cont. (904) 254-4450.

(202) 224-43M.

14-16: Technology. "Rectronic Networking and Publishing '92," conference is exhibition. Meckler and other sponsor Rumada Madison Square Garden Bod New York. Contact: (203) 226-667, for (203) 434-5840. 15; Fund raising. Workshop on fund raising. American Assembly of Colleges Schools of Business, Grand Hyall Wab

7077; (314) 872-8481.

707; (314) 872-8461.

85: Legal lasues. "California Corporal Criminal Liability," seminar, Californi State University, Long Beach, Cal. Co. (101) 495-608.

1001: (310) 985-8558 or (310) 495-608. 146-17: Fund raising. "Charitable Gift Pis-ning, Part II." seminar. National Pland Civing Institute, Williamsburg Hospit-ity House, Williamsburg, Va. Contact (901) 767-2330 or (800) 238-3253.

15-17: International issues. "Arm Sile Nuclear/Chemical Proliferation, and in Nuclear/Chemical Proliferation, and in Nuclear/Chemical Proliferation."

Nuclear / Chemical Proliferation, and Propositional Security in the 1990's, "workshow Five College Program in Peace and Wolf Security Studies, Amhorst College, An herst, Muss. Contact: Linda Harris, (41) 549-4600, ext. 367.

18-17: Admissions. "Effective Admission Volunteers." workshop. Council for Alvancement and Support of Educates Stouffer Harburplace Hotel, Baltimat Contact: CASP. Suite 400, 11 Dupont College, Washington 20036; (202) 328-590.

18-17: Telecommunications. Workshop. Pacific Telecommunications.

University Avenue, Honolulu 9. (808) 941-3789, fax (808) 944-4874. 18-19: Music. "Music and Black Emidin in the Caribbean and South America, conference, University of Mlami, Missi Contact: Robert Parker, Music and Blod White Contact: Lateraliya Ethnicity, School of Music, Universi Miami, P.O. Box 248165, Coral Gal

Fla. 33124-7610; (305) 284-2446. 7: Freshman-year experience. "I Experience Resource Seminar. Experience Resource Seminar." University of South Carolina and others, Tenet Ariz. Contact: Freshman Year Experimence Conferences, University 101, University of South Carolina, 1728 Contact Street, Columbia, S.C. 29208; (80) 77, 6029.

Continued on Past Alignment of Carolina (1728) Continued on Past Alignment (1728) Continued on Past Alignment (1728) Continued on Past Alignment (1728) Continued (1728)

CONFERENCES, WORKSHOPS

HARVARD UNIVERSITY

INSTITUTE FOR THE MANAGEMENT OF LIFELONG EDUCATION

June 7 - 19

MLE is an intensive, residential program for 75 experienced administrators, all of whom lead organizations that deliver educational programs to adults. Some are presidents and academic deans of schools with significant adult populations; others are deans and directors of continuing education programs. Participants also come from professional associations, business, government, community agencies, and the military.

The program is a lively, stimulating forum for ideas that can be put to use in creating new programs or improving existing programs. The formal curriculum examines three broad areas: (1) the adult as a developing and learning person; (2) organizational strategy-marketing, finance, and planning; and (3) leadership and organizational change.

14th annual program. Application deadline: April 1

MANAGEMENT DEVELOPMENT PROGRAM

MDP

June 21 - July 3

MDP is an intensive, residential program for 95 mid-career administrators in higher education. The goal of the program is to prepare these men and women to develop resourceful solutions to the problems they are likely to encounter as they grow

Most participants hold the title of chairperson, director, dean, or associate dean. About half hold positions in academic administration; the others are broadly distributed across the major non-academic

Topics include: personnel policy and administration, financial management, human resource management, law and higher education, strategic planning, marketing, and small group leadership.

7th annual program. Application deadline: March 15

INSTITUTE FOR EDUCATIONAL MANAGEMENT

IEM

July 5 - 31

IEM is designed for 95 senior-level administrators in higher education, most of whom are presidents, vice presidents, chancellors, provosts, or deans of major campus units. This four-week residential program examines critical issues in the management of colleges and universities.

The curriculum takes the perspective of the senior administrator, whose responsibility and authority shape institutional policy. Topics include: leadership, financial management, human resources, service delivery, law and higher education, campus community, strategic planning, crisis management, and institutional vision. Constantly updated curriculum materials including the Harvard case method—ensure that the program is relevant to emerging campus issues.

23rd annual program. Application deadline: April 1

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A provocative

Mailing address: (name of program), 339C Gutman Library, Harvard Graduate School of Education, Cambridge, MA 02138 phone: 617-495-3572 fax: 617-496-8051

CENTENNIAL EDUCATION SUMMIT SERIES

UNIVERSITY OF RHODE ISLAND

As this century draws to a close, it is apparent that our world is changing, and changing dramatically. The talk of a new world order, the emergence of a global economy, the growing concern with the worldwide ecosystem, and the debates that surround the issues of cultural diversity and freedom of expression all make it clear that our way of life is

undergoing some profound transformations. The University of Rhode Island's Centennial Observance in 1992 provides a unique opportunity both to celebrate past accomplishments and to reflect on those forces that promise to shape our lives and world in the 21st century. During the last two weeks in January, the University will bring together in an Education Summit Series prominent alumni, returning honorary degree holders, and distinguished citizens of Khode Island and the nation in a set of roundtable discussions on the challenges that confront us as we enter the next century.

As it celebrates the one-hundredth anniversary of its role as an intellectual and scholarly resource for the people of Rhode Island, the University hopes that the Education Summit Series will focus pubbic attention on where we as a society are headed and on how public higher education can help us meet the challenges of the future.

EDUCATION: CENTURY TO THE NEXT JANUARY 15, 1992

CURLIC INGUED

7:30 p.m. Edwards Auditorium URI. Kingston

of America's top education author about the current about how it must change to meet the

HOST: Robert L. Carothers

Contennal Education

Summit roundtable

discussions, which

are free of charge arti

open to the public.

PARTICIPANT:

challenges of the next

President, Naval Foundation for the War College Stansfield Turner Former Director, Central Intelligence Please Join us at the

THE STATE

PROSPECTIVE JANUARY 16, 1992

AMERICA AND

7:30 n.m.

Brian Dickinson

THE WORLD: A

RETROSPECTIVE

Distinguished observers of foreign affairs reflect on the

PARTICIPANTS: United States Senator Michael Harper Daniel Schore Senior Analysi National Public Radio Ann Hood

> Joseph V. Meilllo Producing Director, Frank Robinson Director, RISD J.T. Waish Professional Actor, Film and Stage

> > Geoffrey Wolff

AT FIN DE JANUARY 21, 1992 JANUARY 23, 1992

URI, Kingston

the role of artistic expression in a several well-know members of the artistic community of Rhod

Nancy Potter Professor of English Emerita, University John Knauss Undersecretary for Oceans and Atmosp United States Depart PARTICIPANTS:

PARTICIPANTS: Robert Ballard Senior Scientist, for Marine Exploration Trudy Coxe Director, Ocean and Coastal Resource ira Magaziner Consultant and Author

Claudine Schneider

Former Congresswoman Rhode Island Second

PRESERVATION:

CHALLENGES OF

Edwards Auditorium

URI, Kingston

Renowned Rhode

the difficult issue of

balancing the need

preservation with the

THE GLOBAL ECONOMY: COMPETITIVENESS

IN THE NEXT JANUARY 27, 1992 Omni Blitmore Hote

Reflections from leading figures in on the changing nature of the world

the United States. irving R. Levine PARTICIPANTS:

Terrence Murray

Michael Van Leesten

Chainnan, President and CEO, Fleet/Norstan Financial Group Chairman of the Board and Chief Children's Crusade Executive Offices, Bruce Sundlur Governor of the State of Rhode Islam

THE UNIVERSITY IN THE NEXT CENTURY: CHANGING

JANUARY 30, 1992 URI, Kingston

Nationally known on the changes that the next centur will bring and their

Robert L. Carother of Rhode Island

PARTICIPANTS:

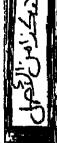
Herman Blake

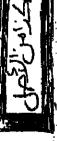
Vice Chancellor for

Julian Bond Civil Rights Leader Jonathan Kozol Sylvia Robinson Rhode Island

Eleanor McMahon of Rhode Island Higher Education Frank Newman President, Education Commission of the









Coming Events

Continued From Page A48

17-19: Politics. "Can the Republic Be "Quived?" annual meeting, John Randolph Club, Washington, Contact: Llewellyn H. Rockwell, Jr., Ludwig von Mises Inslitute, Auburn University, Auburn, Ala. 36849; (205) 844-2500, fax (205) 844-2583.

17-20: College unions. "You and Scheduling: Making It Fil." seminar. Association of College Unions—International, Towson State University, Bultimore. Contact: Mursha Herman-Belzen, ACUI, 400 East Seventh Street, Bloomington, Ind. 47405; 812) 332-8017.

Seminar Instructor Training," workshop, University of South Carolina and other onversity of South Carolina and other sponsors, Tempe, Ariz. Contact: Freshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia, S.C. 29208; (803) 777-6029.

18-19: Admissions. "Skills Development for Natur Admission Pagesites." Washington.

for New Admission Recruiters," work-shop, Council for Advancement and Sup-port of Education, Stouffer Harborplace

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gies that discipline the mind, the mastery of content, the establishment of intellectural book on entire limit all standards, the art of Socratic question limit. It is a standard to reading and writing, critical minimum.

Hotel, Baltimore. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

20036; (202) 328-3900.

18-20: Philosophy. "New Studies in Aristotle's Philosophical Development." conference, Boston University, Boston, Contact: William Wians, Philosophy Department, Boston University, 745 Company of the Physics 19315. monwealth Avenue, Boston 02215.

19-22: Institutional advancement. District

22-22: Institutorial advancement. District conference, Council for Advancement and Support of Education, Hyatt Regen-cy Hotel, St. Louis. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

Martin Luther King, Jr., Day

■ 20-22: Leadership. "Thorns Among the Ivy: Critical Leadership Issues for the 1990's," conference. Naples Institute of Mount Ida College, Naples, Fla. Contact: Helen Orimaldi. Naples Institute, 777 Dedham Street, Newton Centre, Mass. 02159; 1617) 969-7000, ext. 316, fax (617) 969-8093.

The Problems of Higher Education

The glut of information, the growth of interdisciplinary examples, tactics and

disinformation, the acceleration of change, the expansion of specialization, the threat of fragmentation, the

struggle for survival: economically, You will begun to see; how to cover less so

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sfruggle for survival: economically, politically, socially, and morally—the modern world poses grave challenges for higher education today. The old lecture-for-recall method of institic call reading and writing how to ever less so students learn more, how to steak less, so students learn more withing and writing how to require call reading and writing how to require call writ

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Thinking:

20-22: Phitosophy. "Philosophy in a Changing World." meeting, Philosophical Society of Southern Africa, University of Stellenbosch, Stellenbosch, South Africa. Contact: Johan Hattingh, Department of Philosophy. University of Stellenbosch, Private Bag X 5018, Stellen-bosch, South Africa.

21-23: Fund reising. "Introduction 21-23: Fund Raising, "Introduction to Planned Giving," workshop, Council for Advancement and Support of Education, Wyndham Harbour Island Hotel, Tampa, Fla. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-

21-25: Humanities. "The Columbus Paradox," conference, University of California, Los Angeles. Contact: Center for ma, Los Angeles, Contact: Center for Medieval and Renaissance Studies, Uni-versity of Culifornia, 405 Hilgard Ave-nue, Los Angeles 90024-1485; (213) 825-1880, fax (213) 825-0655.

34(6, tax (312) 621-1205.
23-24: Education. "The End of Argument: a Crisis for American Education and Democracy," conference, Bard College, Annandale-on-Hudson, N.Y. Confact: Judi Smith, Bard College, P.O. Box 5004, Annandale-on-Hudson, N.Y. 12504-5000; (914) 758-7484. 1880, fax (213) 823-0055.

22-23: Management. "Strategic Management: Getting Value From Strategic Planning," conference, Conference Board, Waldorf-Astoria Hotel, New York. Conlact: Conference Board, 845 Third Avenue, New York 10022; (212) 339-0290, fax (212) 980-7014.

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Education. Wyndham Harbow id Hotel, Tampa, Fla. Contact: CALC 328-5910. silion, NexT WORLD Magazine and NeXT Computer Inc., San Francisco Civic Auditorium, San Francisco, Con-tact: (508) 879-6700, ext. 450.

3.23-24: Institutional advancement 1 jecting a Positive Image: the Metal Your Message." workshop, National ucution Institutes, Washington, Cog N. I. J. O. Box 525, Rockville, M. J. (301) 871-9422. tact: (508) 879-6700, ext. 450.

22-25: Higher education. "Old Borders, New Frontiers: Higher Education in a Changing World," annual meeting, American Council on Education, Shernton Washington Hotel, Washington, Contact: Karen Wilson, ACr. One Dapont Circle, Washington 20036; (202) 939-

(301) 871-9422.

23-25: Learning, International ympotion self-directed learning, Unbendy on self-directed learning, Unbendy Oklahomm and other sponson, Beal ton, Fla. Contact: Huey B. Loa & homa Research Center for Confact Professional, and Higher Educates Professional, and Higher Educates Professional, and Higher Educates for T037; (405) 325-1080, fax (405) 1832 23-26: African-American studies. "Mineral Cultural Surviving." Zora Neathern Festival of the Arts and Humanist, sociation to Preserve the Entonyllet munity. Entonyllet, Fla. 2051.

24: Employment and facilities. "Day Workshop on Fair Labor Standard: and Americans With Disabilities to Central Association of College and Lycerity Business Officers, Cheara, a Kalanmazoo College. Kalamazoo, kt. 9410.
23-24: Assessment. "From Theory to Practice: Assessment for Learning," conference, National-Louis University, Omni-Orrington Hotel, Evanston, III. Contact: Carol Eckermann, (800) 443-5522, ext. 5495 or (312) 621-9650, ext. 3416, fux (312) 621-1205. 23-24: Fund raising. "Marketing and Solic

Versity Business Officers, Chicaso, Mr Kalinmazoo College, Kaliamazoo, Mr Contuct: Wayne Warnecke, (4|4) § 1213, fux (414) 565-1206. 24: International oducation, "The Editional System of Norway," world-World Education Services, New ly Contact: Robert Hunter, (212) 9664 fux (212) 9664-151.

1092	1092		January			1992	
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24: Mathematics, Math workshop, & son-Wesley Publishing Company, Gein State University, Atlanta, Com Addison-Wesley, One Jacob Way, & nia, Mass. (11867, (617) 944-370).
24-25: College uniona. "A Seminal Power Professionals." Association of Glege Unions International, Suffold by

versity, Boston, Confact: Marsh & man-Betzen, (812) 332-8017. 44-26: Mathematics, Math workshop, & discon-Westey Publishing Compar Greshattt, Ore Contact: Addison-K ley, One Jacob Way, Reading, Ma

01867; (617) 944-37(8). = 24-25; Politics and art. "The Politics Imagery of Terrorism," sympose Maryland Institute College of Art, Bit Studes, Maryland Institute College Art. 1300 Mount Royal Avenue, 22: more 21217; (410) 225-2219.

24-28: Writing, "Writing Across the (strong law) workshops on Program Paning and Teacher Training," Troy Soft University, Troy, Ala. Contact & Word, (205) 670-7349.

26: Mathematica, Math workshop, & Soft Mathematica, Mathematica, & Soft Mathemat

Son-Wesley Publishing Compan-Broward Community College, For Lan-derdale, Fla. Contact: Addison-Wesley One Jacob Way, Reading, Mass. 0185

One Jacob Way, Reading, Mass. 0182 (617) 944-37(9).

28-28: Community colleges. "Leaded's and Technology to Manage the Effection ness. Challenge: What's Working as What Does the Fature Hold?" wisten stitute, Community College Consolidand Consortium for Institutional Efficiencess and Student Success in the Community College. Jacksonville. Fa. Grantity College. Jacksonville. Fa. Grantity College. Jacksonville. Fa. Grantity College. Jacksonville. Fa. Grantity Collegiantes. Seminar. "Seminar Adenicas Description of Collegiante Schools of Business, Dover. Contact: And SB. (314) 872-881.

26-29: Institutional advancement. Dimiconference. Council for Advanced and Support of Education. Pare Online Hotel. Oakland, Cal. Contact: Cal. (202) 328-5900.

27: Employment and facilities. "Drivet. Conduct. K.

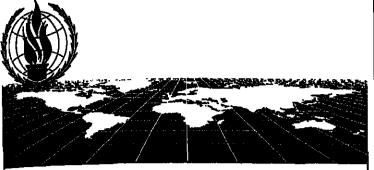
27: Employment and facilities, "Drivet Workshop on Fair Labor Standards & and Americans With Disabilities Act Central Association of College and Un-

and Americans With Disabilities
Central Association of College and by
versity Husiness Officers, Indianaph
Manhattan, Kun.; and St. Paul. Coalat
Wayne Warnecke. (414) 565-1213. [b.
(414) 565-1206.

27: Students, Seminar on student-succis
courses. College Survival Inc., Housis
Contact: CSI, 2650 Jackson Bouleus
Rupid City, S. D. 57702-3474; (800) 55
8323, fax (605) 343-7553.

27-29: Cooperative education. "The O
reer-Development Process: Rehandly
reer-Development Process: Rehandly
Student Options," training progras
Northeastern University, Clearably
Sociate Training Director, Northeastern
University, Center for Cooperative Education, 503 Stearns Center, Northeaster,
University, Boston 02115; (617) 41
3774, fax (617) 437-3402.
Continued on Post 45

CONFERENCES, CALLS FOR PAPERS



15th Annual Conference on International Education

February 23 - 26. 1992 Westin South Coast Plaza in Costa Mesa, California

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CALL FOR PAPERS

The Far West Popular Culture and American Culture Associations solicit proposals from all disciplines on any aspect of popular or American culture for presentation at their 4th Annual Meeling in Las Vegas, Fob. 6-9. Contact Felicia Campbell, Dopt. of English, University of Nevada, Las Vegas, NV 89154. (702) 739-3457 or (406) 586-8987.

For information on how The Chronicle can help the success of your organization's next meeting, call Display Advertising at

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Call for Proposals American Association of University Administrators

1992 AAUA Exemplary Models Awards and John Blackburn Award Third Annual Competition

Doing More with Less The Challenge of Constraints Deadline February 24, 1992

The American Association of University Administrators (AAUA) has created the Exemplary Models Competition to recognize outstanding examples of academic administration and to publicize creative solutions to common academic administration and to publicize creative solutions to common academic administration and to publicize creative solutions to common academic administration and to publicize creative solutions to common academic acad roblems in higher education. This year AAUA is seeking proposals in three

Total Quality Management (TQM) in Higher Education **Enrollment Management**

Institutional Budget and Financial Management

Those submitting the winning proposal in each area will act as respondents and present their projects at the AAUA National Assembly XXI, Friday June 12 to Sunday June 14, 1962 in Cincinnati, Ohio. Abstracts of winning proposals will be published in the AAUA's Journal for Higher Education Manage-

roposals consist of a cover page available from AAUA, a one-page abstract, and a maximum five-page summary of the project or initiative. Notification date: Monday, March 30, 1992.

For a copy of the application form or further information contact: Susan B. Kaplan, AAUA General Secretary, 2121 Eye Street, Washington, DC 20062, Phone (202) 994-8503, Fax (202) 994-0654

Jerome L. Neuner, Awards Committee Chair, Canislus College Buffalo, NY 14208, Phone (716) 888-2120, Pax (716) 888-252

JANUARY 20 - 22, 1992

Conference Speakers Include:

Susan Bonnet

Miles Collier

Director of University Relations University of Mlami

Managing Partner Collier Enterprises

Joseph Flynn

National Network of Faculty Senates Jerold Footlick

Past Senior Editor <u>Newsweek Magazine</u>

George Keller

Senior Fellow Graduate School of Education University of Pennsylvania

Robert Shogan

Author, The Riddle of Power Reporter, LA Times: Newsweek

Frances Volkmann

Professor Former President Smith College

• Lee Warren

Associate Director Derek Bok Center for Teaching Harvard University

• Tom Wolanin

Staff Director Subcommittee On Post-Secondary Education United States Congress

NAPLES BEACH HOTEL AND GOLF CLUB, NAPLES, FLORIDA Sponsored by the

NAPLES INSTITUTE of MOUNTIDA COLLEGE

Contact Helen Grimaldi, (617) 969-7000, Ext. 316, Naples Institute, 777 Dedham Street, Newton Centre, MA 02159. Fax: (617) 969-6993

NEI PRESENTS

Another Timely Program Developed Especially for Colleges & Universities

SPEAKING TO THE PRESS & PUBLIC

Should we lasue a press release?

How do we write an OP-ED?

Planning the PR process

Inter-organizational PR

How are you doing?

PR to support program efforts

Budgeting for PR PR functions of the Administrator

EVALUATING YOUR PR EFFORTS

How is your institution doing? What would work better?

Can we do it inexpensively?

The front page of tomorrow's paper!

What do we say?

What do we wear?

TELEVISION

THE PROCESS

The right speech to the right audience

WRITING FOR THE PRESS & THE PUBLIC

An actual taping & critique of participants

institution (and us) in trouble?

Should we write a LETTER-TO-THE-EDITOR?

How do we get our message across? How do we answer questions without getting the

The state of the s

How do I sit, what do I wear: body messages

A Two Day Workshop on Dealing with the Media

Projecting a Positive image: The Media & Your Message January 23-24, 1992 · The Washington (D.C.) Marriott

THE CREATIVE FORCE Who speaks for the institution? Management's PR responsibility The staffs' role

Elements of a good program Reaching the target audience THE MASS MEDIA

The role of publicity Building your credibility Understanding the media & how to use it Dealing with the press Getting the most out of radio & television The news conference—Its values, its dangers Handling media calls What does "No Comment" convey?

DEALING WITH CONTROVERSY & CONFIDENTIALITY Obstacles to public understanding Anticipating controversy Handling the negatives Some issues regarding confidentiality

Your rights and the reporter's rights Making the most of the "controllables" —newsletters, speeches, annual reports Image building for universities & echools Working with volunteers What about free media?

WHO SHOULD ATTEND

Sponsored Project Managers • Federal & Government Relations Staff
Chief Administrative Officers & Staff • Chief Financial Officers & Staff • Chief Business Officers & Staff Public Relations & Public Affairs Staff • Community Relations Specialists

To register contact: The National Education institutes PO Box 525, Rockville, MD 20851, 301-871-9422

Coming Events

Continued From Page A50
27-29; Fund raising, "Designing a Planned-Gring Program," seminar, National Planned Giving Institute, French Quarter Suites Hotel, Memphis, Contact: (901) 767-2330 or (800) 238-3253. 27-29: Fund relating. "Effective Market Research." workshop, Council for Ad-

vancement and Support of Education, Tampa, Fla. Contact: (202) 328-5900. 27-29: Student toans, "Student-Loan Man-agement and Collections," workshop, National Association of College and University Business Officers and National Association of Student Financial Aid Administrators, Monterey, Cal. Contact:

NACUBO, (202) 861-2520. 28-30: Personnel. "Instruc Seminar," sai Gallup, Lincoln, Neb. Contact: Cheryl T. Beamer, (800) 288-8592 or (402) 489-9000.

8392 or (402) 489-9000.

24: Employment and facilities. "Drive-In Workshop on Fair Labor Standards Act and Americans With Disabilities Act," Central Association of College and University Business Officers, Ankeny, Iowa; Columbus, Ohio; Rolla, Mo.; and Whitewater, Wis. Contact: Wayne War-necke, (414) 565-1213, fax (414) 565-1206.

courses, College Survival Inc., Miami. Contact: (800) 528-8323.
29-30: Critical thinking, "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Miami. Contact: Center for Critical Thinking, Second Strategies, 1972, 1641-179. oma State University, (707) 664-2940. Sonoma State University, (707) 684-2840.
29-31: Alumni. Institute for senior ulumni professionals, Council for Advancement and Support of Education, Tumpa, Fla. Contact: CASE, (202) 328-5900.

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

The 1992 Student Success Course Workshops

A SERIES OF NEW, FOUR-DAY Student Success Course Workshops will be conducted by Dave Ellis, author of Becoming a Master Student, and consultants from College Survival. Inc. These consultants are in daily contact with people and programs on the cutting edge" of student success.

These Student Success Course Workshops are exceptional training opportunities for teachers, coordinators, and administrators who initiate or present extended orientation, study skills, and other student success

Washington, DC April 5-8 Vancouver, BC June 14-17 Clearwater Beach, FL July 26-29 San Diego, CA August 9-12

Post-Meeting Workshop

Responding to Allegations of Research

Misconduct in the University: A Practicum

Wednesday, 12 February, 8:30am-5:00pm • Hyatt Regency, Chicago

A one-day, bands-on workshop for faculty, department chairs, university administrators, and others who might have to deal with allegations of rescurch misconduct in their institutions. The workshop, which will focus on the inquiry stage of the process, will be led by an experienced university research administrator and will feature several other

Topics covered will include: what to do if someone brings you an allegation; what is an inquiry and how does it differ from an investigation; how to constitute an inquiry; keeping records; anonymity and whistle blower protection; working with internal offices; and dealing with the federal government. Ample time for discussion will be provided. Participants will receive a short handbook, including checklists, sample guidelines and proce-

Registration is Hmited; a nominal registration fee will be charged. For information and registration materials, contact: Misconduct Practicum, Directorate for Science & Policy Programs, AAAS, 1333 H Street, N.W., Washington, DC 20005; Phone: 202-326-6600; Pax: 202-289-4950.

Announcing a Workshop

Focus on Adults:

A Self-Study Guide for Postsecondary Education Institutions

A workshop designed for college and university faculty and administrators, Focus on Adults will help you develop a systematic plan for assessing your institution's programs and services for adult learners.

Henry A. Spille, Vice President and Director, The Center for Adult Learning and Educational Credentials
Nancy K. Schlossberg, Professor, University of Maryland,
College Park and Senior Rellow, ACE
David W. Stewart, Director of Program Development, and
Consultant in Adult Education

Consultant in Adult Education
The Center for Adult Learning and Educational Credentials,
The American Council on Education

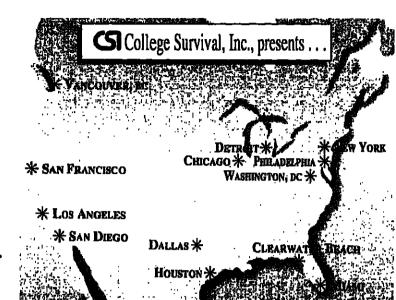
Tuition and materials: \$495 for teams of 4; \$395 for teams of 5; \$295 for teams of one

For information and registrations, contact: The Center for Adult Learning and Educational Credentials, American Council on Education, One Dispost Circle, Washington, D.C. 20036-1193, Attn: Jackie Taylor, Phone (202) 939-9476.

or two individu

Monday, February 10, 1992 from 1:30-6:00 p.m. Tuesday, February 11, 1992 from 5:30-noon. Omni Georgetown Hotel, Washington, D.C.

tored by the AAAS-ABA National Conference of Lawyers and Scientists



The 1992 Conference on Student Success Courses

For more information, call or write: College Survival, Inc., 2650 Jackson Blvd., Rapid City, SD 57702-3474 • Toll-free 1-800-528-8323 • Fax 1-605-343-755.

THE 1992 CONFERENCE ON Student Success Courses will showcase the newest and best ideas for implementing or improving extended orientation courses and

freshman seminar programs. John Gardner, Francine McNairy, Sharon speakers. Proposals are welcome.

employment opportunity.

Submission Format:

· gay, lesbian, and bisexual rights

• the glass-ceiling phenomenon

the form of a complete paper.

rights for persons with disabilities

sexual harassment in the workplace

protected class preferences and tokenism

Thomas, and Dave Ellis will be featured Chicago November 1-4, 1992

CALL FOR PAPERS

Region X, American Association for

Affirmative Action Conference

EXPANDING THE DIALOGUE:

Affirmative Action in the 21st Century

University of Oregon . Eugene, Oregon

The 1992 conference establishes a forum for affirmative action

and civil rights practitioners to discuss the current trends in both

theory and research in the area of affirmative action and equal

All interested persons are invited to submit an abstract of their work in any area of civil rights and affirmative action, including:

• evidentiary proof for establishing a "hostile environment"

Send 5 copies of a one-page abstract headed by the paper title and the author's name, title, affiliation, address, and telephone num-

ber. The abstract should address the background methods, and conclusions of work that would be presented at the conference in

The 1992 **Student Success** Course Seminars

A SERIES OF NEW, ONE-DAY student success course seminars will be offered in eight cities. Administrators, counselors, and instructors will be presented with dozens of strategies and techniques that have been demonstrated to improve student performance and persistence in school. Dave Ellis, author of Becoming a Master Student and Chairman of the Board of College Survival, Inc., will present these seminars.

Houston January 27 Miami January 29 New York February 10 Philadelphia February 11 Detroit March 23 Dallas March 25 San Francisco April 27 Los Angeles April 28

Deadlines

symbol (*) marks items that ha not appeared in previous issues of

50. February 1: Ethios. "Ethics and the Professions." conference. University of Florida, Gainesville, Fla. Contact; cetter for Applied Philosophy, 243 Bay Hall, University of Florida, Gainese Fla. 32611.

30-February 1: International educator.
"Study Abroad: the Global Resign"
conference, College Consortium for literatational Studies, Orlando, Fla. Column.

31: Employment and facilities, "Dave Workshop on Fair Labor Standards A and Americans With Disabilities Ad.

Central Association of College and Un

versity Business Officers, Augustus College, Sioux Falls, S.D. Contact-Wayne Warnecke, (414) 565-1213, fn (414) 565-1206.

PELLOWSHIPS

January 17: History of science. Applicator for Rockefeller Foundation fellowship the history of science. Contact: Steval Livesey, History of Science Departmen, 622 Physical Sciences, University of Oklahoma, Norman, Okla, 73019, (40) 325-2213, fax (405) 325-5068, BITOL

AA91140 HOX MYSA. plications for postdoctoral fellowships the Pew Health Policy Program and its Health Services Research Training Pouram. Contact: Nancy Rumsay, lastifut for Health Policy Studies, University of California, 1388 Sutter Street, 11th Roc. San Engineer, 1410-1415, 476-451. San Francisco 94109; (415) 476-0531.

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26 27 28 29 30 31

January 27: Nuclear actence. Applications for Nuclear Regulatory Commission graduate fellowships in nuclear enginering, health physics, and special enginering disciplines. Contact: NRC Graduate Pellowship Program, Science/Enginering Education Division, Oak Ridge Associated Universities, P.O. Box 117, Oat Ridge, Tenn. 37831-0117; (615) 576-9278.

the form of a complete paper.

Send To:

Diane Wong, Special Assistant to the President

Office of the President

University of Oregon

Eugene, Oregon 97403

Phone: 503-346-3036

Submission and Notification Schedule:

Abstracts must be received by February 28, 1992. Notification of acceptance will be sent by April 30, 1992.

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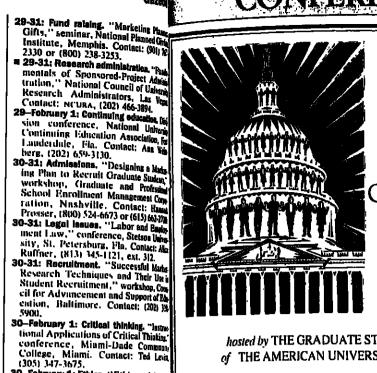
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Abstract Universities Poloue 10117 (615) 576-1078.

Submission And Notification Schedule:

Abstrac

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS



ANNUAL NATIONAL CONFERENCE

> of the National Association of Graduate/ Professional Students March 12-15, 1992

hosted by THE GRADUATE STUDENT COUNCIL of THE AMERICAN UNIVERSITY Washington, DC

"Infinite Possibilities: Advocacy and Empowerment"

Registration Deadline: February 10, 1992

For more information, please call (202) 885-2472 or (708) 256-1562



The Interdisciplinary Group for Historical Literary Study at Texas A&M University

announces

Textual Technologies: Text, Image, and History A Conference on the Historicity of Culture and Its Technical Means of Production

26-29 March 1992

FEATURED SPEAKERS:

Jerome McGann, Robert Darnton, J. Paul Hunter, Houston Baker, Elaine Scarry, Herbert Blau, W. J. T. Mitchell, Kevin Klernan, Gillian Brown, Linda Williams, Hamiln Hill

For more information contact:

Jeffrey N. Cox, Chair **IGHLS Conference Committee** Department of English Texas A&M University College Station, TX 77843 (409) 845-3451

This conference is sponsored by The College of Liberal Arts, The College of Architecture, The Departments of English and Philosophy, The Race & Ethnic Studies Institute and The Women's Studies Program at Texas A&M University.

Health Services Administration Education **AUPHA Annual Meeting**

Washington, D.C., March 19-22, 1992

PROGRAM HIGHLIGHTS Quality Improvement, Management of Information Group Workshops, International Management, Health Services Management Research

GUEST SPEAKERS: I Jarrett Clinton, M.D., Administrator, The Agency for Health Care Policy and Research, and William Coyne, Ph.D., President, 3M Canada, and Margaret Mahoney, President, The Commonwealth Fund

> Presentation of The Baxter Foundation Health Services Research Prize CONTACT:

Association of University Programs in Health Administratio 1911 North Fort Myer Drive, Suite 503 Arlington, Virginia 22209, tel. 703-524-5500

MANAGEMENT SEMINARS

March 1992

St. Louis, Missouri

Tuesday Monday Friday Wednesday Thursday Linking Planning with Budgeting Robert Lisensky, President, NCHEMS MiS for Strategic Plannin and Decisionmaking Danna Jones, President NCHEMS esponding to "Student Right Cheryl Lovell, Staff Peter Ewell, Senior Associate, Alternatives eter Ewell, Senior As NCHEMS

These seminars, and others, can also be done on your campus.

For more information, call or write: NCHEMS Management Services, Inc. P.O. Drawer P Boulder, CO 80301-9752 (303) 497-0345 or 497-0365

NCHEMS Management Services, Inc.

The Adam's Mark Hotel in St. Louis will host our seminars. Please call the hotel at (800) 444-2326 for overnight accommodations.

Call for Papers

"Taking Trusteeship Seriously"

Fifth Annual Symposium **Indiana University Center on Philanthropy** Indiana University-Purdue University at Indianapolis October 31-November 1, 1992

Proposals for papers are invited from scholars, practitioners, volunteers, trustees, and other observers and participants in voluntary action for the public good.

Suggested topics:

FAX: (303) 497-0338

- Educating trustees and directors
- Ethics in nonprofit leadership
- Cultural diversity and leadership
- Trusteeship and accountability
- Trusteeship and stewardship
- How trustees view staff
- How staff view trustees
- Trustees, philanthropy and fund raising
- Trustees as advocates for the community
- Trustees as advocates to the community
- Education for trusteeship Others that may be considered...

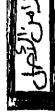
Proposals should be limited to two typewritten single-spaced pages and should be accompanied by a one-page biographical summary and a writing sample. Proposals must be received by February 29, 1992.

The authors of the proposals selected for the conference will be expected to present by June 15, 1992, a finished paper of 15-20 pages for distribution in advance of the conference. Authors will be expected to attend the full conference; attendance expenses will be subsidized by the Center. The Center on Philanthropy will hold all rights to accepted papers as well as the option to publish them.

Send proposals to:

Dr. Robert E. Fogal Center on Philanthropy Indiana University-Purdue University at Indianapolis

550 West North Street, Suite 301 Indianapolis, IN 46202-3162



Deadlines

CONFERENCE ANNOUNCEMENT:

Workload and Productivity: New Definitions and Increasing Demands

Plan to Attend the 1992 **NEA Higher Education Conference**

February 28-March 1, 1992 The San Diego Princess Resort

ISSUES TO BE ADDRESSED

- Applying Corporate Concepts to Higher Education
- Responding to the Critics of Higher Education
- Addressing the Fiscal Crisis in Higher Education
- Assessment of Students: The Role of Faculty
- Trends in Faculty Accountability and Productivity Sexual Harassment on Campus: Concepts and Issues
- Faculty Development: The Role of Unions
- Improving Faculty Employment Decisions
- The Racial Crisis in Higher Education Rewarding Good Teaching in Higher Education
- Workload Issues for Support Personnel
- · Research on Faculty Productivity: Lessons for the 90's

Registration fee (\$135 for NEA members and \$190 for non-NEA members) includes coffee breaks, reception Friday, luncheon Saturday, brunch Sunday, and materials. Special

hotel and airline rates are available. Obtain Your Registration Packet By Calling Or Writing:

Christine Maitland, Coordinator **Higher Education Conference** National Education Association 1201 16th Street, N.W. • Washington, DC 20036-3290 202-822-7162

NEA—SERVING HIGHER EDUCATION SINCE 1857

Announcing a national conference on recruiting, retaining, and advancing women and minority faculty in research universities

SUSTAINING FACULTY DIVERSITY IN THE RESEARCH UNIVERSITY

FEBRUARY 5-6

THE UNIVERSITY OF ARIZONA TUCSON, ARIZONA

PRESENTATION AND DISCUSSION TOPICS WILL INCLUDE:

- The supply: challenging the pipeline myth Institutional change and affirmative action
- Ethnic and women's studies programs Building coalitions
- Professional and personal support, including mentoring; spousal placement; parental leave and dependent care
- Celebrating our successes and planning our future

Sponsored by The University of Arizona in association with the American Council on Education, Call (602) 624-8632, ext. 247, for more information.

CONFERENCES

The Seventeenth Annual SUMMER INSTITUTE FOR WOMEN IN **HIGHER EDUCATION ADMINISTRATION**

Dates June 28 through July 24, 1992

A residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration. The curriculum prepares participants to work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work

- ACADEMIC ENVIRONMENT Adrian Tinsley, Ph.D., President, Bridgewater State College
- Strategic planning
 Undergraduate curriculum reform
 Assessment of learning outcomes

- ACADEMIC GOVERNANCE Sheila Kaplan, Ph.D., Chancellor, University of
- Wisconsin-Parkside Higher-education agendas
- Higher-education sectors
- Decision-making process Policy implementation
- uency groups
- INSTITUTIONAL ENVIRONMENT G. Richard Wynn, Ph.D., Vice President for Finance and
- Administration and Tressurer, Haverford College Accountin
- Budgeting procedures
 Legal issues
- Employee relations
 Information technology
- PROFESSIONAL DEVELOPMENT
- Cynthia Secor, Ph.D., Director, HERS, Mid-America, University
- Leadership skills Managing change

Participation is limited. The cost for the Institute, including tu-ition, room and board, is \$4500, and, in addition, a \$75 nonrefundable application fee. Deadline for application is April 6.

Cynthia Secor, HERS, Mid-America, University of Denver For more information, contact: Betsy Metzger, HERS, Mid-America, University of Danver, Colorado Women's College Campus, Denver, CO 80220, (303) 871-6866

THE BARD CENTER'S

THE END OF **ARGUMENT:**

- Has American society reached the end
- A Crisis For American Education

of civil argument?

And Democracy

January 23 & 24, Have American schools reached a point

when they must redefine the ends of If democracy is to survive demagoguery,

argument cannot be synonymous with quarreling, squabbling, wrangling, or bickering. New forms and forums will be needed to teach students to respect

diversity, value disagreement, and make arguments that are not assaults.

FEATURED SPEAKERS

PATRICIA BIZZELL, Holy Cross, The Rhetorical Tradition, and essays on academic discourse; SUSAN BORDO, LeMoyne, Unbearable Weight: Feminism, Western Culture, and the Body: CHARLES DERBER, Boston College, The Pursuit Of Attention; ROBERT J. FOGELIN, Dartmouth. Understanding Arguments; ELIZABETH FOX-GENOVESE, women's studies. Emory, Feminism Without Illusions: A Critique of Individualism; OLIVIA FREY, St. Olaf College, The Intimate Critique: Autobio Literary Criticism; CATHERINE LAMB, Albion, "Beyond Argument in Feminist Composition" ANDREA NYE, Wisconsin, Words of Power: A Feminist Reading of the History of Logic; PAULA ROTHENBERG, William Paterson College, Director, New Jersey Project, Racism and Sexism: An Integrated Study.

FOR INFORMATION & REGISTRATION

contact Judi Smith, Conference Coordinator, Bard College, PO Box 5000. Annandale-on-Hudson, New York 12504-5000 (914) 758-7484

College of Physicians of Philadelphia, 19
South 22nd Street, Philadelphia 19103.

February 7: Environment. Applications for Continued From Page A52

January 31: Brunel. Applications for ships for research in Brunel. Coperative agreements or grants for contact: wironmental Education Act. Contact: wironmental education applications for grants or grants for for further minormation, see Federal Register. Let information, see Federal Register. The information, see Federal Register. The information, see Federal Register. The information is grants for for further information, see Federal Register. The information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information, see Federal Register. The information is grants for for further information in the formation is grants for for further information in the formation is grants for for further information in the formation is grants for for further information in the formation is grants for for further information in the formation is grants for for further information in the formation is grants for for fu

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1998 Janua

January 31: Humanities. Applications for participation in the Asheville Institute on General Education, to be held in June in Asheville, N.C. Contact: Office of Programs, Association of American A quarian Society. Contact: Committee Awards, Newberry Library, 60 R. Washington 20009; (202) 387-3760.

cuarian Society. Contact: Combiler
Awards. Newberry Library 6
Wallon Street, Chleago 66010.
Pobruary 1: American studies. Applicate
for short-term fellowships for raise
fellowships in American history and
fellowships in American history and
fellowships in American history and
fellowships for raise
for Arturo Schomburz Fellowship
Cultural Studies. Ontact: Paul Shary
Dean of Humanities, Coed
Avenue at 13Hth Street, New York.
(212) 690-8166.
February 1: Cultural studies. Applicate
for Rockefeller Foundation fellowship
Culifornia, Oakes College, Sana Ge
Cul. 93063; (408) 459-4899.
February 1: Intermational studies. Application
for Rockefeller Foundation fellowship
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February 1: Relence. Application
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February 1: Women's studies. Application
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February 15: Ethnic studies. Applicators for Rockefeller Foundation fellowship. Contact: Evelyn Hu-DeHart, Dirette Center for Studies of Ethnicity and Reim America. University of Colonal Campus Box 339, Boulder, Colo. 809 (303) 492-8852.

February 18: Global change. Application for Global Change Distinguished Post for Global Change Distinguished by doctoral Fellowships, sponsored by department of Energy. Contact: Global Change Distinguished Postdoctoral Fellowships. Science/Engineering Edward Change Distinguished Postdoctoral Fellowships. Science/Engineering Edward Division, Oak Ridge Associated by versities, P.O. Box 117, Oak Ridge Associated by versities, P.O. Box 117, Oak Ridge Tenn. 37831-0117; (615) 576-5805.

February 15: Women in medicine. Applications for summer fellowships for recensing the Archives and Special Collections of Women in Medicine. Could Archives and Special Collections of Women in Medicine, Medical College Pennsylvania, 3300 Henry Avenue, Page 19129.

resenters Include:

Peggy Liss, Noted Author and Historian

Licensing Fee: \$ 30.00 (includes taping rights)

Sponsored By: AECT and The International Resource Group of NUTN

January 22: Education research. Applications for new awards under the Educational Research Grant Program: Fig. 1. Initiated Studies, Contact: Deloret May roe, Department of Education, 55 MP Jersey Avenue M. W. Boom 620, West roe, Department of Education, 535 or Jersey Avenue, N.W., Room 620, Washington 20208-5646; (202) 219-222. [For further information, see Federal Rester, November 19. Pages 58,373-4.]

January 30: History of medicine. Appertions for grants for research using the Library of the Library of the College of Physicians of Philadelphic Contact: Carla C. Jacobs, Administration, Assistant, Francis Clark Wood Institute.

anuary 31: Teacher education. Proposal on the theme "Teacher Education in ar Era of Global Change," for possible pre-Era of Global Change," for possible pre-sentations at the assembly of the Interna-tional Council on Education for Teach-ing, to be held in July in Paris. Contact: ICET. Suite 609, 2009 North 14th Street, Arlington, Va. 22201; (703) 525-5253. February 1: Academio advising. Proposals on the theme "The Challenge of Change:

Empowering Students Through Academ-ic Advising," for possible presentations at the national conference of the National Academic Advising Association, to be held in October in Atlanta. Contact: Cuthey Eves-Ringstoff, College of Arts und Sciences, Georgia State University, University Phys., Atlanta 30303-3088

(404) 651-2291.

abruary 1: American studies. Proposuls on the theme "Multiculturalism and the Americas," for possible presentations at the unnul spring conference of the New England American Studies Association, to be held in April in Boston. Contact: Lois Rudnick, American Studies Pro-

Lois Rudnick, American Studies Program, University of Massachusetts, Harbor Campus, Boston 02125.

February 1: Assacsament, Proposals on the theme "Classroom Research and Classroom Assessment: Lessons From Success and Promising New Directions," for prescribe presentation at a conference to sible presentation at a conference. be held in July in Berkeley, Cal. Conta Faye Bishop, Education Department, University of California Berkeley Exten-sion, 2223 Fulton Street, Berkeley, Cal. 94720; (510) 642-1171, fax (510) 643-8683. February 1: Personnel. Proposals for pos

tion of the College and University Personnel Association, to be held in November in Philadelphia. Contact: Lucin Cretella, (202) 429-0311, ext. 12. **Sebruary 1: Women.** Proposals on the them

"Transformations: Women, Gender.
Power," for possible presentations at the
unnual Herkshire Conference on the History of Women, to be held in June 1993in Poughkeepsie, N.Y. Contact: Elaine Abelson, New School for Social Research, Eugene Lang College, 65 West 11th Street, New York 10011 (for U.S. topics) or Margaret Hunt, Amherst College 2254, Box 5000, Amherst, Mass. 01002-5000 (for non-U.S. topics).

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9	10	11	12	13	14	15
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23	24	25	26	27	28	29

February 3: Interdisciplinary programs. Abstracts of papers for possible presenta-tion at a national conference on non-tra-ditional and interdisciplinary programs. to be held in May in Virginia Beach. Con-tact: Sally Reithlingshoefer, Associate Vice-President for Administration and

VIDEOCONFERENCES

in the Quincentenary Year:

A Multi-Media Approach

Thursday, February 6, 1992 12:00 Noon - 1:30 p.m. (ET)

An interactive videoconference featuring a sneak preview of the project "Burled Mirror:

Reflections on Spain and the New World." This unique series utilizes print, video and

videodisc to bring Hispanic culture into the classroom. Panelists of the videoconference

will discuss ways in which the project will serve as an excellent resource to meet the

growing needs for multi-cultural education.

Carlos Fuentes, Distinguished Diplomat, Award Winning Author, Live audio feed from Mexico City
Mark Pachter, The Smithsonian Institution Edna Coffin, University of Michigan
Page 1 Live College of New Jersey

For more information: Old Dominion University, Norfolk, VA 1-800-548-4807 (804) 683-3181

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Ana Maria Schuhmann, Kean College of New Jersey

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Live, via satellite from the AECT National Convention

Multi-Cultural Education

Professional Development, Center for Professional Development, George Mason University, Fairfax, Va. 22030-4444; (703) 993-2109, fax (703) 993-2098.

ebruary 10: Education. Proposals on the theme "Creating the Quality School," for possible presentations at a conference to be held in March and April in Norman Okla. Contact: Edward Chance, Director, Center for the Study of Small/Rural Schools, University of Oklahoma, 555 Constitution, Norman, Okla. 73037-0005 (405) 325-1711, fax (405) 325-1824.

February 14: Environmental studies. Abstracts of papers on the theme "Water Resources and Environment: Education Training, and Research." for possible presentation at a conference, to be held in July in Fort Collins, Colo. Contact: Janet Lee Montera, Civil Engineering Depart-ment, Colorado State University, Fort Collins, Colo. 80523; (303) 491-7425, fax (203) 491-7737

(30)1 491-7127, intercultural programs. Proposals on the theme "Strategies for Cross-Cultural Communication in the New Information Age: Continuity, Change, and Innovation," for possible presentations at the annual congress of the International Society for Intercultural Education Training and Research, to be held in May in Jama ca. Contact: SIETAR, Sulte 900, 733 15th Street, N.W., Washington 20009; (202) 737-5000, fax (202) 332-5553.

MISCELLANY

nuery 31: Education. Nominations of indi viduals, groups, or institutions for con-sideration for the Grawemeyer Award in Education. Contact: Grawemeyer Award in Education, School of Education, University of Louisville, Louisville, Ky. 40292-0001; (502) 588-6411, fax (502) 588-

January 31: Research. Nominations of indi-viduals for awards under the Young In-vestigators Awards Program. Contact: Young Investigators Award, National Science Foundation, 1800 G Street, N.W., Washington 20550; (202) 357-7536. (For further information, see Federal Register, September 19, Pages 47,497-9.) ebruary 1: Nursing and anthropology. Re-search by students demonstrating an intesearch by students demonstrating an inte-gration of nursing and anthropology for consideration for awards from the Trans-cultural Nursing Society and the Council on Nursing and Anthropology. Contact: Katherine Kelly, Secretary, Transcultural Nursing Society, 32 Woodland Avenue, Salem, N.H. 03079.

nue, Salem, N.H. 030/9.

February 3: Humanities. Applications from institutions seeking to serve as hosts to Rockefeller Foundation fellows in the humanities. Contact: Humanities Fellowships, Rockefeller Foundation, Arts and Humanities Division, 1133 Avenue of the Asserta. New York 10036. Americas, New York 10036.

Americas, New York 10030.

Languages. Applications from educational institutions for participation in the Foreign Language Teaching Assistant Program, which brings Austrian. Bolgian. Chinese, French, German, Italian, and Mexican university students or young leachers to the United States to study and serve as language-teaching assistants. Contact: Luisa Guerriera, Institute of International Education, 809 United Na-tions Plaza, New York 10017; (212) 984-5494.

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